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MINISTRY OF LABOUR & EMPLOYMENT

NOTIFICATION

*New Delhi, the 21st January 1958*

**S.R.O. 437.**—In pursuance of section 17 of the Industrial Disputes Act, 1947 (XIV of 1947) the Central Government hereby publishes the following award of the Industrial Tribunal, Calcutta, in the Industrial dispute between the employers in relation to the Port Commissioners, Calcutta and their workmen.

CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL AT CALCUTTA

REFERENCE No. 1 of 1956

PARTIES

The employers in relation to the Port Commissioners, Calcutta.

AND

Their workmen

PRESENT

Shri A. Das Gupta, Sole Member.

APPEARANCES:

*For the Management:*

Shri K. B. Bose, Counsel, and Shri N. M. Das Gupta, Advocate, with Shri H. P. Ganguli, Law Officer, assisted by Shri P. C. Mitter, Executive Mechanical Engineer and Shri Amarendra Nath Ganguli.

*For the Workmen:*

(1) Calcutta Port Commissioners' Workers Union:

Shri Puspa Das Gupta, Advocate, Shri Monoranjan Dey, General Secretary, Shri Rajani Mukherjee and Shri A. L. Roy, Advisers.

(2) Port Sramik Union:

Shri Makhan Lal Chatterjee, General Secretary and Shri Prasanta Kumar Dutta, Deputy Secretary.

(3) National Union of Port Trust Employees:

Shri Nikhil Roy, Advocate and Shri Nikhil Moitra, General Secretary.

## AWARD

Industrial dispute between the employers in relation to the Port Commissioners, Calcutta and their workmen, comprising 11 items, were referred for adjudication by the Government of India (Ministry of Labour) Notification No. LR.3(82)/54, dated the 22nd June, 1955 to the Industrial Tribunal at Dhanbad. At the relevant time Shri P. S. Bindra was the Sole Member of the said Tribunal. The items of the industrial dispute as listed in the Schedule to the Order of Reference were:

- (1) Classification of jobs of Engineering Workshop Staff, both under the Chief Mechanical Engineer and the Chief Engineer and fixation of their wages.
- (2) Revision of pay and other amenities of P.T. Railway Gate and Cabin Staff.
- (3) Uniforms and raincoats for Class IV employees.
- (4) Washing allowance for scavenging and coal dock staff.
- (5) Whether house rent allowance from more than one worker for the same quarter can be deducted.
- (6) Whether deduction of fifty per cent of house rent allowance from such workers as reside in Calcutta without family should be stopped forthwith.
- (7) Avenues of promotion for Class IV employees.
- (8) Appointment of a lady doctor in the hospital.
- (9) Extra allowance for watchmen working on holidays.
- (10) Free ferry service to workmen across the Hooghly to the workshop and back.
- (11) Leave with full pay for T.B. patients.

During the pendency of the adjudication proceedings before the Dhanbad Tribunal, Item (1) of the list was amended by Notification No. LR.3(82)/54, dated the 3rd August, 1955. Item No. (1) as amended reads as follows:

- "(1) Classification of jobs of Engineering staff, both under the Chief Mechanical Engineer, and the Chief Engineer, and fixation of their wages."

Before the adjudication could be concluded, Shri P. S. Bindra retired from service and as his services ceased to be available, an industrial tribunal was constituted with headquarters at Calcutta with Shri V. N. Dikshitulu as the Sole Member, by Notification No. LR.3(82)/54, dated the 16th June, 1956 and the dispute was referred to him for adjudication. The services of Shri V. N. Dikshitulu also ceased to be available on and from the 1st July, 1956 and the Government of India, Ministry of Labour, by Notification No. LR.3(82)/51, dated the 31st July, 1956 constituted an industrial tribunal with myself as the Sole Member with headquarters at Calcutta for the adjudication of the said industrial dispute. As already observed by me in several awards under section 33-A of the Industrial Dispute Act, 1947, the industrial tribunal constituted with me as its Sole Member is distinct and separate from and independent of the foregoing Tribunals and that the adjudication proceedings started before me afresh from the date of the Notification. As I was pre-occupied with some important appeals, including the appeal over the All India Colliery Disputes, the hearing of the adjudication proceedings could not be commenced before the 25th March, 1957. A good number of applications under section 33 and 33-A of the Industrial Disputes Act, 1947 were pending and the parties were impatient over them. I had to set apart some days of the week for hearing those applications, and even after the hearing was commenced I had to go to Bombay in connection with some appeals pending there and had to adjudicate upon two sets of industrial disputes in the Light Railways referred to me by Government of India (Ministry of Labour) Notification Nos. LR3(67)/56 dated 18th January 1957 and S.R.O. 568, dated 15th February 1957. A large number of witnesses were examined both on behalf of the workmen represented by three unions and the Port Commissioners, a large number of documents were put in; at the instance of the parties I had to inspect some of the departments of the Port Commissioners which also took me several days. The establishment under the Calcutta Port Commissioners is a huge one with a large number of departments, sections and sub-sections employing a variety of workmen and the issues were intricate. The three unions and the Port Commissioners placed at length their different view points before me.

At an early stage a preliminary objection was raised by Shri K. B. Bose, Counsel on behalf of the Port Commissioners that in terms of the Order of Reference, Calcutta Port Shramic Union has no *locus standi* to represent any section of the workmen before this Tribunal. The point was decided in favour of the Union by Order No. 66, dated the 23rd August, 1957 (ANNEXURE I).

In course of the hearing a controversy was raised specially with reference to Issues (1) and (2) as to the precise scope of the present adjudication. The controversy centred round the interpretations of "workman", "Engineering Staff" under Issue No. (1) and "Gate and Cabin Staff" under Issue No. (2). The controversy so far as it relates to the interpretation

of "Engineering Staff" and "Gate and Cabin Staff" will be discussed under the proper issues. I shall for the present confine myself to the other part of the controversy, *viz.*, interpretation of the term "workman", who alone can come within the scope of the present adjudication. It may be noted that it has been urged on behalf of the workmen that members of the supervisory staff who have no power of control and direction will also come within the scope of the present adjudication.

I need hardly mention that the Industrial Disputes Act, 1947 was overhauled, if I am permitted to use the term, by the Industrial Disputes (Amendment & Miscellaneous Provisions) Act, 1956 which brought in considerable changes in most of the important sections of which Section 2(s) which defines the term "workman" is one. The amendment of the definition tends to extend the denotation of workmen to such members of the supervisory staff as do not discharge any managerial functions and do not draw wages exceeding Rs. 500 per mensem. This amendment is the basis of the controversy. Undisputedly the main object of the amendment seems to remove anomalies and to minimise controversies at each and every adjudication about supervisory staff in the lower income group.

The controversy about members of the supervisory staff involves two questions:

- (1) whether the present adjudication proceedings should be disposed of under the Act as it stood before the amendment or under the amended Act;
- (2) whether members of the supervisory staff who have no power of control and direction should be excluded from the present adjudication simply because they perform supervisory duties.

The amendment of the Industrial Disputes Act generally came into force on the 1st September, 1956, although operation of some sections were deferred further. Section 1 of the Supplemental Provisions incorporated in the amended Act as its part is a clear answer to the first question. This section came into force on the 1st September, 1956. [S.R.O. 1935 L.R.I.(38)/56], dated 28th August, 1956]. The amended definition of "workman" in Section 2(s) also came into force on 29th August, 1956 [S.R.O. 1934-L.R.I.(38)/56—dated 28th August, 1956]. The present adjudication proceedings which started on the 31st July 1956 were pending when these two sections came into force. Section I of the Supplemental Provisions reads:

"1. *Savings as to proceeding pending before Tribunals.*—If, immediately before the commencement of this Act, there is pending any proceeding in relation to an industrial dispute before a Tribunal constituted under the Industrial Disputes Act, 1947, as in force before such commencement, the dispute may be adjudicated and the proceedings disposed of by that Tribunal after such commencement as if this Act had not been passed."

I accordingly hold that the present adjudication proceedings are to be disposed of under the Industrial Disputes Act as it stood before the amendment of 1956.

The present adjudication proceedings must be confined only to such employees as are workmen within the definition of the Industrial Disputes Act as it stood before the amendment.

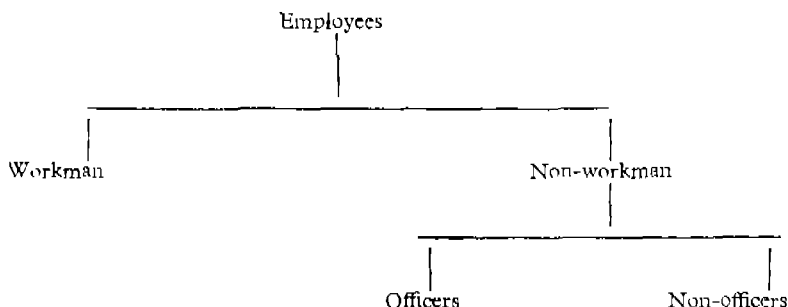
"2. (s) "workman" means any person employed (including an apprentice) in any industry to do any skilled or unskilled manual or clerical work for hire or reward and includes, for the purposes of any proceedings under this Act in relation to an industrial dispute, a workman discharged during that dispute, but does not include any person employed in the naval, military or air service of the Government."

Earlier decisions of the Tribunals created some confusion and the unions before me seem to have been labouring under such confusion. The designation of a workman does not determine his status whether he is a workman or a non-workman. The criterion as laid down by the Labour Appellate Tribunal in a series of cases is the nature of duties an employee has to perform primarily and not his designation. The Chairman of the Conciliation Board constituted for the adjudication of an industrial dispute in the Banks in the Uttar Pradesh held that an employee of a Bank would be regarded as an officer if he had the power of direction and control. According to him an employee performing work of a clerical nature with no responsibility of an officer is not deprived of the benefits under the U.P. Industrial Disputes Act, 1947 simply because the employer gives him the designation of an officer. The test which was laid down in the Bank award in Uttar Pradesh was considered by the Labour Appellate Tribunal in the case of Punjab National Bank, reported in 1952 L.A.C. at page 529 and the Appellate Tribunal observed:

"No doubt an employee occupying a position of command and direction would be an officer, but it is not correct to say that none else would be so and that the nature of the responsibility attached to the post is not material."

We get further clarification in the case of Ford Motor Company of India Limited, reported in 1953 L.A.C. at page 498. It was held in that case that the question whether an employee exercises direction or controlling power is only a negative test of a workman which

cannot be conclusive. That an employee who is not an officer is necessarily a workman is what is called in logic a fallacy in classification. There may be a third class. The proper classification of employees in industries under the Act as it stood before the amendment would be—



I accordingly hold that employees who mainly perform supervisory duties shall be excluded from the present adjudication, although they may be required occasionally to do clerical or manual work in discharge of their supervisory duties. As the nature of duty of an employee determines his *locus standi*, we shall have to decide each individual case on its own merit in the light of the accepted principle which I have discussed.

The demands of the unions must be examined against the background of the financial position of the undertaking and its future. It has been urged that the minimum remuneration must be paid to the workmen irrespective of capacity and that the industry which is not financially able enough to pay that has no right to exist. According to the unions all considerations about ability and stability of an undertaking is absolutely out of place. Although similar views have been expressed by some authorities, they did not intend to lay down an inflexible principle, and in fact some of authorities who entertained such a view kept the wage at a comparatively low level. Besides such a principle is entirely inapplicable to a port, the national importance of which cannot be exaggerated. Port is indispensable to an independent country and must survive at any cost. On it depends the trade and hence the ultimate prosperity of the country. Care must be taken that the burden of the recurring expenditure which is undoubtedly a revenue expenditure does not exceed the revenue income and encroach upon any reserve or force the undertaking to debts. The Fair wages Committee also emphasises on the needs of a fair allocation to reserve and depreciation so as to keep the industry in a healthy condition. Another consideration of no less importance suggested by the Fair Wages Committee is that the objective is not merely to determine the wage which is fair in the abstract, but to see that the employment at the present level is not only maintained but, if possible, increased. These considerations must be borne in mind. Further complications to the embarrassing national problem of unemployment which is increasing in volume must be avoided by all means.

The wage fixing authorities have generally assessed the needs of a working class family with three consumption units—the earner, his wife and two minor children on nutrition standard at pre-war price level at Rs. 30. This has also been accepted by the Central Pay Commission. This figure has been arrived at after taking into account all the necessary factors including the needs of a standard family of a member of the working class. I do not propose to re-open and review the question in the present case where only a section of the workmen of the Calcutta Port is involved. Although the Central Pay Commission has recommended incremental scales for an unskilled worker of the lowest grade it was not in favour of an incremental scale for the crude labour. The Commission observes:

"If the kind of work on which an unskilled employee starts is such that by working at it for a number of years, he improves in efficiency and in the nature and quality of work. The proper thing will be to promote him to higher scale in due course as a semi skilled or skilled worker. If on the other hand the work is of a kind which does not improve in quality by lapse of time e.g. crude labour or mere attendance, there will be no justification from the public point of view for paying much higher wages for such work. The granting of increments has a two-fold significance, one from the point of view of the employee, namely that as he grows in age he has great responsibilities to meet, and another from the employers' point of view that even if a man continues in the same grade, his work improves in quality and his efficiency also increases as the result of his experience. In the illustration last given the second ground is absent."

A similar view was taken by the Labour Appellate Tribunal of India in the case of Messrs. Britannia Building & Iron Company, Limited (1954 L.A.C. p. 10). Speaking about

those unskilled workers whose duties do not bring them into frequent and close contact with skilled or semi-skilled labour. Then Lordships observed:

"In the case of the second category of unskilled labour, this opportunity of bettering their prospects is wanting. It may be urged that this class of unskilled labour should not stagnate; their needs also increase with age and in their case also the gap between existing wage standard and living wage standard should be bridged even to the small extent that time scale afford. These, no doubt, are some considerations in their favour but the interest of the industry and other interests should not at the same time be ignored. One thing is clear that no appreciable benefit is likely to result to the industry from the length of their service. We do not, therefore, think that it would be right at the present state of industrial development to introduce time scales in their case."

But the incremental scales recommended by the Central Pay Commission which were not presumably intended for the crude labour have been adopted by the Calcutta Port Commissioners for all unskilled workers without any discrimination.

Since the decision of the All India Industrial Tribunal (Bank Disputes) presided over by Shri K. C. Sen a convention has grown up with the industrial tribunals, in the matter of fixation of wages for the clerical staff, on the basis that the clerk has at the start 2.25 consumption units and not 3 units. This convention has since been accepted by the Labour Appellate Tribunal in a number of their decisions. People do not marry so early as they did in the past. This is partly because of legislations prohibiting early marriage and partly because of the economic condition of the country. At the time when a man begins to earn, he is either a bachelor or if he is married he is without any issue. If this convention is extended to the unskilled workers as well, a substantial margin will be left, as the Labour Appellate Tribunal observed, for some amenities continuously during the whole career of his service, because for gradual expansion of his family, he would get yearly increments and his wages would be in the region of a fair wage. In this view of the case also, the contention of the unions that an undertaking which cannot pay its workers the minimum wage has no right to exist has no application. In fact the unions felt the necessity of examining the accounts of the Calcutta Port and demanded the budget estimates for the last 10 years. These budget estimates were duly filed.

In the context of what I have said, a brief review of the financial position of the port is relevant. APPENDIX I is a short synopsis of the latest available accounts in the Port Commissioners. The Commissioners have also appended to their written statement a short statement of the revenue position for the last 10 years year by year. Appendix I clearly shows that in the year 1954-55 the revenue income fell far short of the current expenditure and a deadlock was avoided by a contribution of Rs. 29 lacs from the Revenue Reserve Fund. A survey of the last 10 years account also shows that there were such deficits in at least 5 years. The Calcutta Port has no General Reserve to meet capital expenditure on any general depreciation or rehabilitation fund to meet the requirements of rehabilitation and replacement of buildings and machineries. The Vessel Replacement Fund which the Calcutta Port Commissioners have is meant only for use in connection with vessels. It is axiomatic that it is desirable that the Port should continue to function, and in this view the importance of setting apart some portion of the revenue of an undertaking for replacement and rehabilitation of plants, machineries and buildings, cannot be over emphasised. As observed in the case reported in 1952 L.A.C. 433, it is essential that the plant and machinery should be kept continuously in good working order for the purpose of ensuring a fair return which ultimately goes to the benefit of labour. The Commissioners maintain five funds—Revenue Reserve Fund, Fire Insurance Fund, Vessel Replacement Fund, Antidated Provident Fund, Interest Equalization Fund, Welfare Fund. All these five funds have statutory sanction at their back and are to be fed out of the revenue surplus. But the revenue position of the Calcutta Port is such that in some years no contribution was possible to any of these funds and even in those years in which some contribution was possible, all the five funds could not be fed. There is another statutory fund called the Sinking Fund which is meant for liquidating debenture loans. The amount on the credit side of this fund is much below the statutory requirements. The capital expenditure is met either by borrowing from the Central Government or by issue of debentures from time to time. Costs of repairs of buildings, machineries, and small items of capital expenditure are met from the revenue. Although this is sanctioned by the statute, a suitable reserve would have avoided the burden of interest for Government loans and the liability of the revenue income for contribution to the Sinking Fund. In some cases the Government loans are free of interest for the first few years and in some cases although the interest runs from the very beginning the payment is deferred. With a view to distribute the burden equally over the entire term of the loan, a portion is set apart out of the revenue which is called the Interest Equalization Fund. Appendix I will show at a glance that at the end of 1955-56 that the Government of India loans and the debentures totalled Rs. 9003.51 lacs. It was urged on behalf of the

Union that against this liability the Port has considerable assets, but Appendix I will show only Rs. 4565.08 lacs is the value of the assets. The block account does not take into account the depreciation. We are not in a position to say whether the block account after proper depreciation allowance will still exceed the liability. We call an industry in the private sector solvent only when its assets exceeds its liability at least to an appreciable extent. I may mention here that in view of the present financial position of the Port, some economy has been effected in respect of some officers as well. Dearness Allowance for officers drawing pay exceeding Rs. 1000 has been stopped and in some cases, the scales have been reduced for new entrants.

The Unions contend that the Commissioners could have considerably eased the loan position by liquidating on their due dates the sterling debentures bearing high rates of interest. But inspite of repaying the debenture loans, the Port Commissioners have extended the period of re-payment. Of the sterling debenture loans of the face value of £30,75,000, debenture loans of £20,00,000 bearing interest at 5 per cent. was repayable in 1953-54; but market value having considerably come down, the Port Commissioners could not afford the heavy loss which immediate re-payment of the loans involved. They transferred a portion of the debenture loan to the extent of £7,69,100 to the Sinking Fund, Contributory Provident Fund and the Revenue Reserve Fund. For identical reasons of the other debenture loans of the face value of £10,75,000, debenture loan of the face value of £3,76,100 has been transferred to those three funds. Of those two sets of debentures debentures to the extent of £4,446,300 have been cancelled. As a result of the transfer to the three aforesaid funds, those three funds are earning huge profits, which is undoubtedly to the advantage of the industry as also the employees.

The position of the sterling debentures as on 30th September, 1957, is indicated below:

	5 per cent. Debentures 1923—53—83 (£ 1,000,000)	5 per cent. Debentures 1924—54—84 (£ 1,000,000)	5½ per cent. Debentures 1932—62 (£ 1,075,000)
Cancelled . . . . .	£ 107,400	£ 99,000	£ 239,900
Held by :—			
(i) Sinking Fund . . . . .	122,300	200,300	142,300
(ii) Contributory Prov. Fund . . . . .	236,500	208,300	228,100
(iii) Revenue Reserve Fund . . . . .	1,000	700	5,700
Held by outsiders . . . . .	532,800	491,700	459,000

It has been urged that the Port Commissioners maintain an Agent in the United Kingdom at a very heavy cost. The Port Commissioners have given the details of the duties of Messrs. Rendel Palmer & Tritton, the present London Agents and consulting engineers of the Commissioners, and the remuneration paid to them. It is clear that the Agents have substantial important duties to perform for the Commissioners and in the absence of any definite suggestion to the contrary, I cannot say that the remuneration are extravagantly high.

The Calcutta Port has a distinct feature of its own. Unlike the other ports in India, the Calcutta Port is at a considerable distance from the sea and the approach to the port is through the river Hoogly. It cannot be denied that due to the peculiar position of the port, the Calcutta Port has got to keep up a fleet of dredgers and other crafts for surveying, dredging, marking and buoying the river channel so as to keep the approaches to the port navigable throughout the year. This is mainly responsible for the higher cost of the Calcutta Port per ton as compared with those of Bombay and Madras. The following chart will illustrate this:

	Cost per Ton		
	1946-47	1950-51	1953-54
	Rs. A. P.	Rs. A. P.	Rs. A. P.
Calcutta . . . . .	8 7 7	9 14 7	11 2 9
Bombay . . . . .	7 6 0	7 3 2	9 12 1
Madras . . . . .	7 3 10	5 3 9	5 5 6

The dredging cost which were Rs. 22.16 lacs in 1946-47 steadily rose to Rs. 55.05 lacs in 1955-56.

The Port Commissioners contend that the port charges in Calcutta are much higher than in Madras and Bombay. This has not been disputed. The only source of increasing the revenue, other things continuing as usual, will be to increase the Port charges. But any increase in the Port charges which are already higher in Calcutta may adversely affect the activities of Port.

The unions contend that on completion of the Second Five Year Plan, the income of the Port Commissioners will increase many folds. This is undoubtedly an expectation and in expectation of increased earnings, huge sums are being spent to carry out the Five Year Plan. Implementation of the plan is possible at a huge cost which has been estimated at Rs. 34.50 crores. The Central Government has promised assistance to the tune of Rs. 8.20 crores. A sum of Rs. 1.19 crore is available out of the funds advanced by the Government but have not been spent during the First Five Year Plan period. Thus a provision for Rs. 9.39 crores is in sight. The balance has got to be provided out of the revenue income. The annual share of this sum is not surely insignificant. The Second Five Year Plan must be implemented, and although I feel that implementation of the plan will bring in its train expansion of trade, increased activities and increased income when the labour can with full justification demand rewards in the shape of increased wages and other amenities. Implementation of the plan depends upon two factors—one is the money and the other is the co-operation of the labour. I do feel that much depends upon a contented labour but in view of what I have said I have no doubt that in the interest of the country, the labour will patiently wait for a few years more to have their full share. In the present circumstances we can only move cautiously and slowly just to avoid a rude shock to the finance of the Port. The primary duty of an Industrial Tribunal is, no doubt, to establish peace in the industry but for settlement of an industrial dispute, with a view to establish peace, it should not lose sight of the interest of the industry. Any settlement ignoring the interest of the industry is likely to have a far reaching detrimental reaction on the workmen themselves.

Now coming back to the principles of wage fixation, I may mention that the unions took me through various statistics, estimates and reports in support of their demands for increase of the wages of all categories of workmen including the unskilled workers of the lowest category. As I have already mentioned that a minor section of the workmen come under the present adjudication. Any upward revision of the wages of a minor section of workmen may lead to wide disparity in wages of workmen doing comparable jobs which will be a source of perpetual discontent among the workmen of the sections which do not come under the present adjudication. The wage scales for the unskilled workers and the clerks of the lowest categories compare very favourably with those recommended by the Central Pay Commission, and prevalent in other industries in the same region or in neighbouring regions, as also in Bombay and Madras Ports. Even in the Report of the Expert's Committee appointed for classification and pay fixation of the workers in different Posts and Telegraph workshops on which the present unions have relied much, the wage scale Rs. 30—35 has been accepted for the unskilled workers. The principles on which the wage for the unskilled workers has been fixed at Rs. 30 have the approval of the Central Pay Commission. There is another very important consideration against a general revision of wages on different statistics and different estimates of balanced diet. Statistics differ in the same way as experts do. Tribunals must have some fixed working principles which should not be lightly altered. If the basic principles are lightly altered, there will be no lasting settlement in any industry and the little equilibrium which the Tribunals have been able to establish will give way to frequent agitations. There will be no consistency in labour decisions, if decisions are based on shifting grounds. The basic principles are now well established and shall be duly applied. I shall now proceed to fix the wages under Issues I and II against these backgrounds and the wage scale Rs. 30—35 for the unskilled workers shall be the starting point.

#### ISSUE NO. I—CLASSIFICATION OF JOBS OF ENGINEERING STAFF, BOTH UNDER THE CHIEF MECHANICAL ENGINEER AND THE CHIEF ENGINEER, AND FIXATION OF THEIR WAGES.

I. Before I enter into the merit of the dispute, I shall dispose of a controversy which has been raised about the scope of the present issue. The workmen contend that the issue will cover within its scope all workmen under the Chief Mechanical Engineer and the Chief Engineer in the Calcutta Port coming within any of the following broad classes:—

- (a) Workmen employed for maintenance and repairs;
- (b) Workmen employed for operational jobs;
- (c) Office staff including clerks and peons and other workmen not coming within Class (a) and Class (b).

Shri K. B. Bose on behalf of the Port Commissioners, on the other hand, contends that the present adjudication should be limited only to workmen employed for maintenance and repairs.

2. I may mention here that the controversy was not raised by the parties in their respective pleadings. On the contrary, the engineering staff was admitted by the Port Commissioners in their pleadings to include maintenance and operational staff. The controversy cuts at the very root of the Tribunal's jurisdiction. Admission or silence will not confer jurisdiction on the Tribunal, if such jurisdiction is barred by statute. The issue under discussion as specified in the order of reference relates to jobs of the "Engineering Staff" and under section 10(4) of the Industrial Disputes Act, I am to confine myself to this specific point and cannot enlarge the scope of the issue. The controversy has, therefore, to be decided and the decision hinges on a correct interpretation of the term "Engineering Staff" in the context of the statutory definition of "workmen" as it stood prior to the recent amendment.

3. If really the Government had the intention to include all workmen under the Chief Mechanical Engineer and the Chief Engineer, the reference would have been in general and not in qualified terms. The order of reference as it stands clearly indicates that the adjudication should be limited to the "Jobs of the Engineering Staff" under Chief Mechanical Engineer and Chief Engineer. It was urged on behalf of the Shramic Union that even the clerks working in the Engineering Department pick up some engineering knowledge of the engineering stores and their use. Non-technical workmen pick up some rudiments of the works of the departments to which they are attached. In the Civil Courts the clerks are generally found not only to be acquainted with the procedure but also to be competent to draft the routine orders. This does not bring them under the class "legal staff". The argument advanced on behalf of the union on this point does not carry conviction. Only a minor section of the general office staff is employed under the Chief Mechanical Engineer and the Chief Engineer in the Calcutta Port. It could never be the intention of the Government to include a minor section in the order of reference leaving out a major section, for that would be a cause of discontent in the major section and detrimental to industrial peace. I cannot accordingly agree with the unions on this point. The National Union appears to have correctly understood the scope of the issue when in paragraph 9 of its written statement, it left out clerical, supervisory and staff belonging to the general departments and sections as not covered by the present terms of reference.

4. About the contention of Shri K. B. Bose, both parties placed before me the definitions of the terms 'engineering' appearing in two different dictionaries. The term does not appear to have been defined in any authoritative text book on engineering. Shri K. B. Bose referred me to the definition as it appears in the Webster's New International Dictionary, Volume I, and the unions referred me to the definition of the term in the "Engineering Encyclopaedia", edited by Franklin D. Jones. The two definitions are reproduced below:

## (I)

*Webster's New International Dictionary—Vol I*

*Engineering.*—Originally, the act of managing engines; in its modern and extended sense, the art and science by which mechanical properties of matter are made useful to man in structures and machines. Engineering originally consisted of military engineering, or the art of making and using military engines (now Obs.), the construction of offensive and defensive military works, etc., and, later, also of civil engineering, or the design, construction and maintenance of public works as roads, bridges, tunnels, canals, lighthouses etc. With the enlargement of the field of construction, civil engineering came to include mechanical and other branches of engineering, causing a subdivision into numerous branches, as well as the creation of other departments of engineering so allied or overlapping in some case as to make impossible a rigid line of demarcation. Chief among those are Mechanical engineering, mining engineering, electrical engineering, etc.

## (II)

*"Engineering Encyclopaedia", Edited by—Franklin D. Jones—Vol. I*

*Engineering.*—The field of work wherein scientific knowledge is applied to industrial problem has become known as the field of Engineering. Originally the term engineering was used to designate the design, construction and operation of industrial works but it has been extended to cover practically everything in the way of industrial work including the problems of humanity so far as they are affected by modern industrial methods.

5. In the absence of any consistency in the dictionaries about the meaning of the term, I am inclined to take the one which is consistent with the popular view and I must say that the Port Commissioners pleadings on this point were also based on this popular view. I am therefore of the opinion that the engineering staff includes both the maintenance and operational staff under the Chief Mechanical Engineer and the Chief Engineer. I may mention in



this connection that under the present issue, the Calcutta Port Commissioners' Workers' Union pleaded in their written statement also for the workmen of the Port Fire Service which is undoubtedly under the Traffic Manager. But this was not pressed at the hearing.

6. Issue I, as it stood in the original reference was limited to the 'Engineering Workshop Staff' which might exclude the operational staff. Presumably, with a view to enlarge the scope of the issue, the Central Government amended the issue by a notification dated 3rd August 1955. According to the amendment, although the adjudication was to be confined to the jobs of Engineering Staff, it was no longer limited to the workshops (the maintenance staff) but was to bring within its scope the Engineering Staff working outside the workshops including the operational staff. Adjudication on the present issue shall accordingly be limited to the departments under the Chief Mechanical Engineer and Chief Engineer but shall include both the maintenance staff and the operational staff.

7. The workmen represented by the three unions assail the existing classification jobs in the Engineering Department under the Calcutta Port Commissioners are arbitrary, unscientific and without any rational basis of proper job evaluation. All the three unions based their demands on the actual needs of the workmen.

8. The Port Shramic Union demands re-classification and revision of the pay scales as indicated below:

Classification	Pay Scales
	Rs.
(i) Unskilled	40—1—50
(ii) Unskilled carrying a measure of personal responsibility	45—1—55
(iii) Unskilled supervisory	50—2—60
(iv) Semi skilled	50—2—70
(v) Skilled	70—4—90—5—140
(vi) Highly skilled	150—10—200
(vii) Highly skilled supervisory	210—10—250—15—280

9. The demands of the National Union of Port Trust Employees are broadly for:

- Introduction of a scheme of standardization of occupational nomenclatures based on considerations of the element of skill involved in different jobs, for evolving a scheme of standardized wage rates.
- Introduction of the pay scales that are prevalent in the Bombay Port Trust and the Central Government industrial undertakings, provided a general revision of the pay scales of all categories of workmen according to their need is considered inexpedient.
- Unification of the designations of the workers doing identical works.
- Unification of the multiple scales for one and the same category of workers, which have hitherto created glaring anomalies.
- Revision of such designations as are applied, without any clear cut indication about the nature of duties to more than one category of workmen doing different types of jobs.

10. The Calcutta Port Commissioners' Workers' Union demands:

- Revision of pay scales of the different categories of workmen according to their popular designations and description as prevalent in the port of Calcutta, in different industrial and engineering concerns and in the Bombay Port Trust, without any discrimination between employees of similar categories.
- Extension of the retiring age for all employees upto the age of 60 years.
- Classification of workers other than Bhisties, Malis, Sweepers and Pcons, as semi-skilled, skilled, highly skilled and highly skilled supervisory.
- Fixation of the semi-skilled workers in the grade Rs. 40—2—60.
- Revision of designations of all workers with 10 years service in Grade 1 as Chargemen 'C' with pay scales Rs. 90—120, of Leading Hands of Chargemen 'B' with pay scales Rs. 120—150, and Junior Supervisors and Head Mechanics as Chargemen 'A' on the scale Rs. 150—180.

The Calcutta Port Commissioners' Workers' Union also demands that the pay scales of different categories of workmen should be increased with retrospective effect from 1st January 1947.

11. All the three unions formulated their respective demands for individual categories of workmen in their written statements to which I shall refer as and when occasion arises.

12. The contention of the Port Commissioners in reply is briefly that workers have been classified into different categories according to the nature of their jobs and the skill required for the same and that the classification by its long practical experience has been found and proved to be very efficacious and satisfactory for due performance of jobs entrusted to these workers. The Commissioners submit that the existing classification should not be interfered with at all without properly examining the same by experts or making any proper enquiry on a scientific basis by a Commission of experts.

13. Immediately after the case was taken up when the hearing of issues about house rent allowance, leave on full pay to Tuberculosis patients, etc. was proceeding, I proposed to the parties that assessors might be appointed to assist me in the matter of classification of jobs of the engineering staff. Parties were agreeable to appointment of assessors, but they did not agree to the personnel. The workmen suggested the names of two persons while the learned Counsel for the Port Commissioners suggested that the Director of Industries and the Chief Engineer, West Bengal, might be requested to nominate two persons for the purpose. Both parties were however agreeable to abide by the nomination of the Government of India. The Government of India, Ministry of Labour, was accordingly approached. The matter was duly placed before the Ministry of Labour by this office letter No. 1621/57, dated 3rd May 1957 but I was informed by the Deputy Secretary by his D.O. No. LR.III (82)/54, dated 22nd May 1957:

"We are not straightaway able to suggest any person for the purpose. In fact none of the persons whose names we have in hand here, have necessary qualifications required in this case. I shall be grateful if you could suggest names of one or two persons whom you consider to be qualified for the purpose."

As we have no panel of persons qualified to act as assessors on different subjects, no assessors could be appointed.

14. Appointment of assessors by the parties who could not come to an agreement about the personnel was likely to create complications. I may mention in this connection that although classification of jobs was mooted before several tribunals e.g. All India Industrial Tribunal (Colliery Disputes), West Bengal Jute Tribunal, West Bengal Engineering Tribunal, an alternative solution of the problem was possible by an agreement between the parties on categorization of the jobs in a way different from a classification of the jobs into conventional categories. In fact I have not come across any adjudication in India or in any other country where classification of jobs was gone into by an industrial tribunal. I called upon the parties to place before me any award containing specific recommendations about classification but no such award could be placed before me.

15. Over a grievance relating to implementation of the Central Pay Commission's recommendations, the workers of the workshops under the Calcutta Port Commissioners went on a hunder strike on and from 12th September 1953. The strike was called off on 1st October 1953 on the Commissioners assuring the workers sympathetic consideration of their grievance and a settlement was arrived at (Annexure A to the written statement of the Calcutta Port Commissioners' Workers' Union). Pursuant to the terms of the agreement, a Committee of Three Men was appointed under the Chairmanship of Shri T. Sen to scrutinize the pay scales of workers and to recommend a revision and re-fixation of wages. Under the terms of the agreement the Committee was to submit its Report by 31st December 1953. A controversy arose as to whether the investigation was to be confined to the workers of the workshop under the Chief Mechanical Engineer only. Although it was not clear to the Chairman of the Committee that the reference related only to the workers under the Chief Mechanical Engineer, the Chairman decided that the Committee should primarily discuss the terms of settlement for the workers under the Chief Mechanical Engineer. The first task before the Committee, as the Report says, was to make proper classification of different types of workers of the workshop under the Chief Mechanical Engineer according to the nature of the duties and to place them under different categories as recommended by the Central Pay Commission award (Class II and Class IV). Prior to the appointment of the Committee the Port Commissioners had, in their 2360th meeting held on the 9th May 1949, classified the Class III and Class IV workers and placed them in as many as 24 different grades. The Committee of Three Men felt that the classifications and gradings were not satisfactory and that there was scope for improvement. But the representatives of the workers not being willing to extent the time, a proper scrutiny was not possible within the time limit. The Committee recommended that in the interest of peace, classification should be done at an early date. In the absence of any proper classification, the Committee recommended revision of the existing pay scales, which purported not only to increase the pay scales but also to reduce the number of grades by amalgamating two or more grades into one. The Report was submitted on 31st December 1953. Barring a dissentient Note of Shri K. N. Pandey in which he recommended

proper classification of workers within two months and a date being fixed on which the recommendations should take effect, the recommendations of the Committee were unanimous. The recommendations were as follows:

Class	Existing grades	Grades recommended
	Rs.	Rs.
1. Semi skilled	(a) 34-1-44 41-1-46 32-1-37 32-1-36 34-1-39	35-1-50
	(b) 40-1-46-2-54 50-2-56 49-1-59	40-2-60
2. Skilled	(a) 40-1-50-2-56	40-2-60
	(b) 54-1-64 56-2-70	60-5/2-75
	(c) 56-2-80 70-2-80 70-3-85 85-5-100	75-3-90-E. B.-3-105
	(d) 80-5-110	90-5-120
	(e) 110-5-140	120-5-170
3. Unskilled	30-1-35	30-1-35

The existing grade of Rs. 60-4-120-5-170 should be split up :

16. Following the Report of the Three Men Committee, a Committee of Engineers was departmentally appointed to review the classification of workers in the workshop under the Chief Mechanical Engineer. Shri P. C. Mitter was the Chairman of the Committee. Classification of jobs after scrutiny of the individual jobs in the Calcutta Port was undoubtedly a stiff job involving time and labour. The Report was submitted in three parts on different dates, 22nd April 1955, 6th May 1955 and 9th April 1956.

17. The Committee of Engineers which confined its investigation to the department of the Chief Mechanical Engineer appears to have examined the requirements of different sections and to have scrutinised the duties of different categories of the engineering staff with a view to evaluate the jobs. On a rough analysis, the recommendations are found to have been on the following broad heads:

- Creation of posts in the scale Rs. 35-50 by abolishing generally an equal or lesser number of posts in the grade Rs. 30-35 e.g. Pump Drivers, Furnace Helpers, Furnace Hands, Oilers, Capstan Khalasis, Metal Carrying Khalasis, Rigging and Slinging Khalasis, Rivet Attendants, Overhead Gang Khalasis, Overhead Rigging Khalasis, Cable Jointer Breakdown Gang Khalasis, Riggers, Chute Crane Khalasis and Store Khalasis.
- Creation of posts in the grade Rs. 40-60 by abolishing equal number of posts in the grade Rs. 30-35 or Rs. 35-40 e.g. Air Compressor Attendants, Chloronome fitters, Tinsmiths, Lettermen, Tindals, Painters, etc.
- Change of designations e.g. Laskar Setangs to be designated as Gunners.
- Increase of pay scales from Rs. 35-50 to Rs. 40-60 e.g. Tindals, one Mistry in the loco shed.
- Creation of additional posts in the higher grades, e.g. one post of Diesel Pump Driver and one post of Gas Welder (Rs. 60-75) and one Stores Sirkar (Rs. 50-85).
- Upgrading some workmen e.g. all Crane Khalasis (Rs. 30-35) placed in the grade of Rs. 35-50, Yard Gunners (Rs. 44-64) placed in the grade of Rs. 60-75, Head Clock Repairers and Head Instrument Repairers (Rs. 75-105) placed in the grade of Rs. 105-130.

- (g) Creation of a number of posts for precision work in the grade Rs. 75-105.
- (h) Standardization of nomenclatures and scales of pay e.g. All Rivet Boys, Rivet Attendants and Holdermen to be brought under the designation Rivet Attendants on the scale Rs. 35-50.

18. The Riggers in the Jetty and Dock Engine House were left out of consideration as their case was under the consideration of the administration. They appear to have been placed in the grade Rs. 35-50. The report also has defined the duties of some categories of workmen and I may suitably refer to the report about the duties of Helpers, Riggers and Tindals about whom there is still considerable confusion. The items which I have discussed here are only illustrative. There are other recommendations in the Report which I do not propose to discuss at this stage.

19. The workmen have assailed the report of the Committee of Engineers as unscientific and have referred me to the book entitled "Job Evaluation Methods", Second Edition, by C. W. Lytle, which deals with the different factors that are to be taken into account in assessing the value of an engineering job. The Report of the Committee of Engineers before us does not discuss these factors specifically and allot marks on each factor. Text books on job evaluation are meant for learners and must start with the first principles. Such detailed job evaluation with marks allotted for each factor may also be necessary to make the report intelligible to the employers when the outside committee is appointed to carry out the work. The Committee consisted of full-fledged engineers and was concerned with the classification of jobs on proper evaluation only for the purpose of fixing proper scales therefor. The scrutiny which the engineers undertook was for coming to a correct conclusion for their own satisfaction and for the satisfaction of the workmen concerned. The report was meant neither for the learners nor for any third party. Absence of details cannot vitiate the recommendations as unscientific or arbitrary. Even if the absence of details is considered a defect, the defect was one in form and not in substance. I shall consider the recommendations in the light of other evidence that have been placed before me.

20. The Committee of Engineers appear to have upgraded a good number of the engineering jobs under the Chief Mechanical Engineer, revised the classification in respect of a number of jobs and created a number of new posts in different grades. The Committee of Engineers appear to have considered the actual requirements of the different sections under the Chief Mechanical Engineer. It must be presumed that the job in respect of which the report is silent did not in the opinion of the Committee call for any revision either about the classification or about pay. The classification and fixation of wages by the Committee of engineers must be presumed to have been proper and rational and any revision thereof requires strict retrospection.

21. The whole object of classification of jobs is to remunerate the workmen employed in different jobs according to the skill, concentration, care, risk, responsibility, disagreeableness and other factors involved in the job. Classification of jobs varying as it does from industry to industry or even from unit to unit of the same industry, depending as it does on the nature of the job peculiar to the industry or peculiar to the different units of the industry, requires time and motion study both intensive and extensive and as such classification has been accepted almost universally as the management function. Tribunals should not interfere with it unless it is established that there is a serious error in the classification. Even the Major Engineering Tribunal of West Bengal felt shy to fix the wages for the skilled and highly skilled categories. Although the Central Pay Commission suggests classification of workers, it could not lay down definite principles for classification. Divergent views came up before it and it could not lay down any definite solution. It suggested that classification should proceed on trade test and that a Board should be constituted for the purpose. Job analysis is a difficult task and even experts differ in classification on material points. I had occasion to study the classification of workers in different units of the petroleum industry in the adjudication of the industrial dispute between the managements and the workmen of Messrs. (1) Burmah-Shell Oil Storage and Distributing Co. of India Ltd. (2) Standard Vacuum Oil Co., (3) Caltex (India) Limited and Indo-Burmah Petroleum Co. Ltd. The award was published in the Calcutta Gazette of 9th February, 1950.

"I find that even in the Bombay installation Burmah Shell Oil Storage and Distributing Co. of India, Limited, and Caltex (India) Ltd. have not followed uniform principles. They have prescribed at Bombay more than one grade for the semi-skilled workers. Local Conventions, practice, traditions and history in the particular industry must have influenced the classification and grading of the different categories of workers at Bombay. It is clear that the learned judges who adjudicated upon the disputes of the Burmah Shell Oil Storage and Distributing Co. of India, Ltd. and of the Caltex (India) Limited did not disturb the existing scheme and did not attempt to bring in a uniformity although they revised the scales of pay for the different grades. In Calcutta all the Companies appear to have placed blacksmiths, carpenters, turners, masons, revetters, fitters, fittersmiths

and engine drivers in the same bracket and they prescribed three grades according to efficiency. In the Bombay installation of Caltex (India), Limited, blacksmiths, carpenters, turners, masons have been placed in one grade and rivetters, fitters, tinsmiths and engine drivers in a different grade. While in the installation of the Burmah-Shell Oil Storage and Distributing Co. of India Ltd., three different grades have been prescribed for these workers—one grade for masons, another for blacksmiths, carpenters, turners and the third one for rivetters, fitters and tinsmiths. It is neither safe nor desirable to disturb the existing scheme for that may bring in discontent among the employees. If some of the workers are taken out of the bracket and placed in a higher grade the other classes of workers must naturally be dissatisfied. Besides if the existing schemes is unscientific any revision by an Adjudicator is likely to be more unscientific. I had no opportunity to look into the works at Bombay installation. I am not in a position to say which of the systems is more scientific. I do not accordingly propose to disturb the existing scheme."

22. I am glad to say that the parties were ultimately able to come to a partial agreement about classification of the maintenance staff in both the departments of the Chief Mechanical Engineer and the Chief Engineer. Annexure II is the list of categories of jobs in respect of which the parties agreed and Annexure II(a) is the list of jobs in respect of which the parties could not agree.

23. I shall first deal with the department of the Chief Mechanical Engineer. The unions laid much stress upon the reports of two Committee—one appointed for classification and pay fixation of the workers in the different workshops under the Posts and Telegraphs Department with a view to remove anomalies and another to review the designations and classification of the workmen in the National Instrument Factory with a view to evolve a scheme of standardization. All these factories carry on mass production of instruments and their parts which are inter-changeable. The works in these factories are all precision works of a very high degree. The engineering works in the Calcutta Port are mainly confined to repairs and maintenance which are done generally by what is known as "Trial and Error" method, without any idea of "tolerance". The skill and responsibility which is insisted in the Posts and Telegraphs Workshops or in the Workshop of the National Instrument Factory are not expected of the workers in the Calcutta Port. Higher wages for a few categories of workmen have created a glamour on the workmen of the Calcutta Port. The following comparative chart will show at a glance that this glamour has no solid basis:

Calcutta Port (Existing scales)		P. & T. Workshops (Wage scales as fixed by the Expert Committee)	
	Rs.		Rs.
1. Assistant Cable Joiner . . .	60—75	Cable Joiner Gr. II . . .	35—60
(There is only one Assistant Cable Joiner and is normally promoted to the post of Junior Supervisor in the grade Rs. 105—130).		Cable Joiner Gr. I . . .	60—105
2. Clock Repairer . . .	75—105	Clock Mechanic . . .	60—75
Head Clock Repairer . . .	105—130	Watch Mechanic . . .	90—120
3. Drillers Gr. II . . .	40—60	(Precision work).	
Drillers Gr. I . . .	60—75	Machine Operator . . .	35—60
		(Drilling is within the scope of machine operator).	
4. Gas Welders . . .	60—75	Welders . . .	60—105
Electric Welders :—		(They must be able to operate both oxy-acetylene and electric welding plants, to carry on fairly different type of welding and must have a full knowledge of electrodes and must be able to select proper electrodes. The posts correspond to those of Head Electric Welders as workers' witness Shri Pandey says.	
Junior . . .	75—105		
Electric Welders . . .	90—120		
Head Electric Welders . . .	120—170		
(The normal promotion of Gas Welders is to the post of Junior Supervisor (Welding) in the grade Rs. 105—130)			

I have mentioned only a few cases by way of illustration.

24. The workmen demand that the Bombay Port scales should be transplanted in the Engineering Department of the Calcutta Port. The Port Trusts at Bombay and Madras have, on my request, sent me lists of their employees of different categories. We are not aware of the details of the lay-outs in the Bombay and Madras Ports. In Calcutta the jobs required to carry on the maintenance and repairs and manufacture of parts required for maintenance and repairs according to the nature of the maintenance and repairs have been classified into groups, and the sections where the different groups of maintenance jobs and repairing jobs are done are called shops or yards. Such groupings are calculated, in the interest of the industry to ensure efficiency. Each shop is manned by workmen of different categories according to its requirements having regard to the nature and volume of works in the shop. There is no justification for employment of workers possessing higher skill in a shop where the jobs can be done by workers of much lesser skill. Such grouping of jobs and distribution of workers according to requirements which tend to avoid unnecessary expenses are the only rational way to run a workshop. From the list of the employees of the Bombay and Madras Ports, it is not clear whether there is any such grouping of jobs. We get from the Commissioners' witness Shri P. C. Mitter that Bombay Ports has no workshop worth the name. It has maintenance arrangement and bigger ships come to Bombay. The Calcutta Port has a central workshop and whenever there is a major break-down, the central workshop attend to that. Bombay has to do major breakdowns either departmentally or through outside agencies. In the latter case, time is wasted in calling for tenders and obtaining sanction. Consequently the department attempts to do the job. As the Bombay Port has no regular workshop as in Calcutta and as there is no grouping of jobs, it is presumed that each worker in Bombay must be fully qualified to attend to the major break-downs. This is why for the generality of the skilled workers there is only one scale in Bombay Rs. 55-130. In Calcutta the skilled workers have been classified into five categories:

(1) JUNIOR SUPERVISORS.—They are members of the undersupervisory staff, controlling bigger gangs or more than one smaller gangs and guiding them. They work under the directions of the Foremen. At times they may have to work along with the other workmen.

(2) LEADING HANDS.—They are leaders of smaller groups of workers and their duty is to guide the workers in the group. Their qualification must be the skill of Grade I workers plus administrative experience and capacity to give direction and guidance to workmen.

(3) GRADE 'A' WORKERS.—They must have the skill of Grade I plus individual skill.

(4) GRADE I WORKERS.—They must be fully skilled workers to carry on the complicated jobs in the Port. They must have at least 5 years' experience in a workshop.

(5) GRADE II WORKERS.—They must be able to do simpler jobs. Those who have an inclination to do skilled work are placed in Grade II. They must have at least 50 per cent of the skill of a Grade I worker.

25. The semi-skilled jobs are those which require between 25 per cent and 50 per cent skill of a Grade I worker and those jobs which generally require less than 25 per cent of the skill have been classed as unskilled workers. Under the scheme of the Calcutta Port, vacancies in the higher grades starting from the grade for semi-skilled jobs are usually filled up from among the lower grades by promotion. They have to come through a test. The broad outlines of the tests are detailed below:

#### STATEMENT OF MINIMUM QUALIFICATION FOR TRADES:

##### 1. *Semi skilled Labour.*

- (i) Must have elementary knowledge of a particular job of semi-skilled nature.
- (ii) Must pass a simple test.

##### 2. *Tradesman Grade II.*

- (i) Must be capable of using foot-rule and other simple measuring and marking instruments.
- (ii) Must be efficient in carrying out simple and elementary work of the trade.
- (iii) Must pass a simple practical test.

##### 3. *Tradesman Grade I.*

In addition to qualifications required for Grade II, the following are essential:—

- (i) Must be able to read simple drawings.
- (ii) Must be able to use necessary measuring and marking instruments.
- (iii) Must have thorough knowledge of the trade.
- (iv) Must pass a proper practical test of the trade.

26. In Bombay, the unskilled and semi-skilled grades are generally the same as those in Calcutta. In the Madras Port, the operatives have been placed in five grades, although for some categories the higher grades do not exist. The grades are Rs. 30-35, Rs. 35-50, Rs. 55-75, Rs. 70-105 and Rs. 105-130.

27. The difference in the schemes of the Calcutta and the Madras Ports is in the way of grouping jobs. The authoritative text books on engineering do not lay down any rigid rule for guidance as to what should be the demarcation between semi-skilled and skilled workers or between different grades of skilled workers according to the varying degrees of skill they possess. Even where some suggestions have been given the authorities are not unanimous. Even the Expert Committee appointed to evolve a standardized scheme of classification of workers in the different Posts and Telegraphs Workshops placed some skilled workers (Fitter Gr. II, Carpenter Gr. II, Moulder Gr. II, etc.) and semi-skilled workers in the same group with an identical scale. Because of the divergent views about classification, the tendency is to replace the conventional classification of workers into unskilled, semi-skilled, skilled, highly skilled, etc. by some other alternatives. The awards in the industrial dispute in the jute industry in West Bengal and the All India Colliery Dispute may be referred to in this connection. In the ports of Calcutta, Bombay and Madras, the workers have been classified as Class IV, Class III, etc. The rules and regulations of 1932 for the non-scheduled staff in Bombay port adopted the traditional classification, but in the latest lists of employees, the workers appear to have been classified as in Calcutta and Madras, Class III, Class IV, etc.

28. The difference between jobs for the four main categories, i.e., highly skilled, skilled, semi-skilled and unskilled which existed in the past is, as Woytinsky observes in his book entitled "Employment and Wages in the United States", being gradually narrowed down or even wiped away with the introduction of improved automatic machines in the case of workers who work at the machines. The traditional classification must accordingly be reviewed in the light of the progressive developments. The observation of Michel Collinet in his article published in the International Labour Review, Vol. LXVII may be of some interest.

"The division of labour is transferred from the man to the machine, provided the machine has been set up in advance by highly skilled experts .....  
The semi skilled man is thus the typical manufacturing worker in modern industry."

The descriptions of the types of occupation for the skilled, semi-skilled and unskilled workers as given by Michel Collinet clearly indicate that the semi-skilled workers are also required to use some independent judgment based on their experience and the unskilled workers must know the use of simple tools and implements and lifting devices.

29. An analysis of the pay scales in different undertakings discloses that the difference in the way of grouping jobs accounts for the difference in the grades provided for different categories of workmen. In all the three ports under discussion the operatives start in the scale Rs. 30-35 and generally stop at Rs. 130. Leaving out the unskilled workers, the operatives have generally been placed in one or more grades starting with Rs. 35 and ending with Rs. 130. The span between Rs. 35 and Rs. 130 may be broken up into 19 compartments of Rs. 5 and the different jobs or the different stages of the jobs valued between Rs. 35 and Rs. 130 may come within one or another of these 19 compartments as indicated in the margin.  $a_1, a_2$ , etc. represent the skill which the workers should have to qualify for the pay scales indicated by the lower and upper limits of the respective compartments in which they have been placed. The skill required of a worker for any of these jobs at the beginning is almost the same as that required of a worker for the next lower job at the end. The grades are formed by combining two or more of these compartments. Different units of the same industry have combined as many of these compartments into one grade having regard to the local conditions, traditions and volume of work of different categories. The normal scales in the ports in Calcutta, Bombay and Madras appear to have been framed by combining different compartments indicated in the marginal diagram in the following way:

	Bombay	Calcutta	Madras
	Rs. 35—50	Rs. 35—50	Rs. 35—50
	(a. 1—a. 3)	(a. 1—a. 3)	(a. 1—a. 3)
	Rs. 55—130	Rs. 40—60	Rs. 55—75
	(a. 5—a. 19)	(a. 2—a. 5)	(a. 5—a. 8)
		Rs. 60—75	Rs. 70—105
		(a. 6—a. 8)	(a. 8—a. 14)
		Rs. 75—105	Rs. 105—130
		(a. 9—a. 14)	(a. 15—a. 19)
		Rs. 105—130	
		(a. 15—a. 19)	

The position will be more intelligible if it is reproduced in graphs.

30. We are not aware of the schemes of promotion and recruitment in Bombay and Madras Ports. In the Calcutta Port, vacancies in the higher grades, as I have already mentioned, are generally filled up from among the lower grade workers. Direct recruitment to higher grade posts is resorted to only when suitable men are not available from among the lower grade workers. The skilled workers who had been unskilled workers only the other day cannot aspire to do their new jobs without directions, guidance, control and supervision. So provisions have got to be made for direction, guidance and control within a limited group and such provisions are made from among the workers themselves by promotion, by allotting those works to seniormost men called leading hands and the junior supervisors. There is also provision for direction, guidance, control and supervision in abnormal and complicated circumstances. We may leave out of account such arrangements for the present. Elaborate arrangement for supervision, guidance and direction has been the practice of the Calcutta Port from the very inception and have almost ripened into what it may be called traditions. The question whether such arrangement should be withdrawn or reduced is outside the scope of the present reference. It has been urged that supervisory officers are being maintained at a much heavy cost. Although I do not feel myself called upon to discuss this question in the present adjudication, I may mention that the executives including the supervisory officers and the operatives are the two limbs of an industry—one cannot function without the other. The executive prepare schemes and the operatives execute them. It is idle to attempt to find out the comparative importance of the two. The executives may naturally expect higher salaries in return for the high qualifications they acquired at a heavy cost involving much greater hardships and longer time.

31. The broad outlines of test in the Calcutta Port which the workers have got to pass to qualify themselves for promotion or appointment to the higher grades are quite in keeping with the scheme of promotion and recruitment in the Calcutta Port. We are not aware what are the tests the workers of different categories in Bombay and Madras have got to go through to qualify themselves for different jobs. We cannot adopt the undivided Bombay scales of Rs. 55—130 for the generality of workers in the Calcutta Port without knowing the basis therefor, the qualifications required for different jobs at Bombay and the tests that the workers have got to go through and other factors. Even in Bombay and Madras the scales prescribed for some workers fall far below those of their counter-parts in the Calcutta Port.

Calcutta (Chief Mechanical Engineer's Deptt.)	Bombay	Madras
<b>1. Welding :</b>		
Head Electric Welders Rs. 120—170	Welders : (i) Rs. 100—155 (ii) Rs. 70—130 (iii) Rs. 55—130	Welders : (a) Rs. 100—130 (b) Rs. 70—100 (c) Rs. 50—75
Electric Welders Rs. 90—120	Asstt. Welders Rs. 40—60	
Electric Welders (Jr.) Rs. 75—105		
Gas Welders Rs. 60—75		
Gas Welders may rise to Junior Supervisor (Welding) in the grade Rs. 105—130.		
<b>2. Train Examining Staff :</b>		
Head Train Examiner Rs. 400—700	Train Examiners Rs. 100—155	
Train Examiners :— (i) Rs. 320—400 (ii) Rs. 200—300 (iii) Rs. 150—225		
Train Examiners (Asstt.) Rs. 80—160		
<b>3. Caulkers—</b>		
I. Rs. 60—75 II. Rs. 50—60	Caulkers Rs. 40—60	Caulkers Rs. 50—75



Calcutta (Chief Mechanical Engineer's Deptt.)	Bombay	Madras
<hr/>		
4. <i>Cable Joining</i> :— Asstt. Cable Joiner Rs. 60—75	Cable Joiners Rs. 55—130 Cable Joiners Asstt. Rs. 45—60	
[There is only one Asst. Cable Joiner who may rise to J. S. (Cable Joining) in the grade Rs. 105—130].		
5. <i>Mechanics</i> :— Asst. Mechanics Rs. 105—130 Head Mechanics Rs. 120—130	Mechanics Rs. 76—130	Mistries Rs. 35—50 Rs. 50—75 Rs. 100—130
6. <i>Spliceman</i> :— Rs. 40—60 Rs. 60—75	Splicers Rs. 40—50	
7. <i>Electricians</i> :— Rs. 40—60 Rs. 60—75  (They may rise to the posts of Jr. supervisors in the grade Rs. 105—130 or S. B. Attendants in the grade Rs. 100—200)	Wiremen Rs. 55—130 Electricians Gr. I Rs. 100—155 Electricians Gr. II Rs. 93—130 Electricians Gr. I (Asstt.) Rs. 40—60 Rs. 35—55	Electricians : Rs. 50—75 Rs. 70—105 Rs. 105—130
8. <i>Draughtsmen</i> Rs. 140—180 Draughtsmen Sr. Rs. 160—220 Draughtsmen Mechanical Rs. 420—900 Tracer Rs. 80—140	<i>Draughtsmen</i> — Draughtsmen Grade III Rs. 80—940 Draughtsmen Grade II Rs. 140—220 Draughtsmen Grade I Rs. 220—350 Draughtsmen Apprentice Rs. 30—50	Draughtsmen Civil Rs. 100—185  Draughtsmen (Electrical & Mechanical) Rs. 160—300 Tracer Rs. 50—75

32. Bombay Port has no posts corresponding to the posts of Clock Repairers, Instrument Repairers, Head Clock Repairers, Head Instrument Repairers, Canemen and Drillers. We are not aware who do these jobs at Bombay.

33. It is thus abundantly clear that requirements of the three Ports are not uniform. Besides, the Madras and Bombay Ports do not appear to have such elaborate arrangements for supervision and guidance as the Calcutta Port has. Supervision and guidance reduces the responsibility of the workers to an appreciable extent. Evidence has been led by the workmen that they can do their jobs independently. There are jobs and jobs and those who have put in a number of years' service are expected to do simpler jobs independently. This is also the view of Michel Collinet to which I have already referred. If they require instructions, guidance and supervision for each and every job, they cannot claim to be fit for the jobs for which they have been appointed. Ability to do simple jobs does not by itself entitle the workers to a higher grade. A child who has just learnt the alphabets must be able to read and write the alphabets within a short time without any guidance but that will not entitle him to promotion to a higher class. After what I have discussed above, I cannot accept those scales in Bombay and Madras which are more favourable for Calcutta and reject those which are less favourable. 'Pick and Choose policy' must be discouraged by all means.

34. It was urged by the unions that those unskilled workers who assist the skilled workers must be classified as semi-skilled workers. It appears that the Committee of Engineers scrutinised the jobs of the unskilled workers and in suitable cases upgraded those workers whose duties were mainly or partially of a semi-skilled nature. The evidence is that the assistance of the unskilled workers is essentially of an unskilled nature. The argument advanced for the workmen created an impression in me but such a classification is not warranted by the

evidence and circumstances of the case. Even the Expert Committee appointed for the P. & T. Workshop rejected a similar demand mooted by the workmen before it. W.W. 90 Manik Naskar an unskilled worker claims to regulate the temperature of the welding plant by moving the switch under directions of the welder. This cannot be called a semi-skilled job. The evidence is that such unskilled workers occasionally do the skilled jobs. This they do as an arrangement with the skilled workers with whom they are attached. This may have the connivance of the authorities as well. But as I have observed elsewhere this practice was not, in the interest of the workmen, discontinued. Because of this practice, the unskilled workers in the Calcutta Port are qualifying themselves for higher posts. In the absence of any dependable material to support the unions' claim to upgrade the unskilled workers the claim cannot be accepted. The following extracts from the Report of the Committee of Engineers will clarify the position:

"The question of Helpers to the various trade technicians was carefully looked into and investigated. It is to be noted in all kinds of engineering trade, a Helper to a tradesman has got to assist him in certain ways which is peculiar or special only for that particular trade. But the nature of assistance and the experience of the Helper is not sufficient so as to enable him to be termed as semi-skilled worker. And it is to be further noted that a Helper attached to a particular Tradesman gets in opportunity of being trained in that particular trade which opens up avenues for further promotion whenever vacancy arises. As such in general the Committee cannot recommend the Helpers to tradesman to be classed as semi-skilled unless there are exceptional cases."

In fact, some Helpers have been designated differently and have been placed in semi-skilled grades.

#### *Riggers*

"Riggers are essentially working members and must work along with other Unskilled Labourers, though they are expected to have more experience and commonsense and to utilise the same during their work. They are to guide the unskilled Labourers along with whom they are working and in no case should they consider themselves merely as supervisors."

#### *Tindals*

"Tindals of unskilled Labourers are meant for guiding and supervising the work of the Unskilled Labourers and the Riggers, and as such the Tindals' scale of pay should be revised to Rs. 40-60 in all cases."

35. Some unskilled workers appear to have been employed in semi-clerical posts since their appointments but since about the re-organization of the Indian Railways Conference, they were not allowed to do those semi-clerical jobs. I am told that they have been sitting idle since 22nd March 1956. I am here to classify engineering jobs. The clerical jobs, as already observed, have been left outside the present adjudication. Besides these workmen are not doing any work. Thus I have nothing to examine so far as these workmen are concerned. However, I hope that in view of a fairly long service of these workmen in semi-clerical posts, the authorities will consider their case favourably.

36. There was an electrician in the Secretary's Department in the grade Rs. 75-105. This post has since been abolished and we are not aware what the nature of his duty was. It does not appear that there was any man to guide this electrician.

37. Now I take up the operational staff. Among the operational staff, the crane drivers are the most important category. I give below the different categories of crane drivers in Calcutta, Bombay and Madras Port:

#### CALCUTTA

		Rs.
1.	Drivers, steam cranes (20 ton, 15 ton and 10 ton B.D.)	93-4-105-5-130.
2.	" 10 ton, 5 ton Gantry cranes	82-3-85-4-105.
3.	" Mullick Ghat crane	
4.	" Mobile cranes	
5.	" Scotch cranes	
6.	" Steam cranes (small)	60-5 1/2-75-3-90.
7.	" Cranes (29 Berth)	60-5 1/2-80.
8.	" Cranes Mechanical, Coal Loading Plant.	
9.	" Cranes Hydraulic and Electric	50-2-60-5 1/2-75.
10.	" Transdorter and Workshop Over-head Cranes	
11.	" Battery Truck	
12.	" Winchman	40-2-60. 36-1-41.

**BOMBAY**

1. Drivers, Cranes Heavy Lift (Steam, oil and		Rs.
	15 tons and over	93—130.
2.	Mechanic	76—130.
3.	Crane Hydraulic, 35 CWT. } Wharf Electric Cranes }	50—2—70—E.B.—2—76—3—85.
5.	Hydraulic Cranes, 30 tons & over	55—130.
6.	Hydraulic Cranes 5—6 tons	60—105.
7.	Mobile Cranes :	
	1st Grade	55—3—85—4—93—E.B.—4—125—5—130.
	2nd Grade	55—5/2—60—3—81—E.B.—3—93—4—105.
8.	Platform Truck	40—1—50—2—60.
9.	(Winchmen)	50—60.

Drivers Mechanics are Mechanics who are occasionally employed to operate cranes in the Garage according to requirements.

## MADRAS

	Rs.
1. Drivers, Siam Cranes . . . . .	100—130.
2. „ Hydraulic Cranes . . . . .	35—1—50.
3. „ Electric Cranes . . . . .	50—75.
4. „ Mobile . . . . .	70—100.
5. „ Electric Trucks . . . . .	50—75.

38. The scale for the heavy lift cranes in Calcutta compares favourably with those in Bombay and Madras. In Bombay mobile crane drivers have been placed in two grades Rs. 55-130 and Rs. 50-105. In Madras the grade for Mobile Crane Drivers is Rs. 70-100. For the Mobile Crane Drivers, the first grade drivers in Bombay will take 9 years and the second grade drivers more than 11 years and in Madras a mobile crane driver will take 4 years to reach Rs. 82/-, the starting pay of the Calcutta Mobile Crane drivers. In Calcutta the maximum of Rs. 105/- is reached in 6 years. In Bombay, the first grade driver will reach Rs. 103/- in 15 years and the second grade driver in 18 years and in Madras the maximum is Rs. 100/- which will be reached in 9 years. These calculations are made on the assumption that the first grade in Bombay is a recruiting grade. If it is a promotion grade then increments will be further delayed. If we calculate the total emoluments received by a mobile crane driver in his entire service the crane driver in Calcutta will be much better off. For the Battery Truck Drivers the Calcutta scale is undoubtedly better than that of a Platform Truck Driver in Bombay inasmuch as in Calcutta the rate of annual increment between Rs. 40/- and Rs. 50/- is Rs. 2/- as against Re. 1/- in Bombay. The workmen contend that some of the workshop cranes have the same capacity as the Mullick Ghat cranes, namely 30 tons. As overhead cranes requires less strain, they cannot be placed in the same grade as any other crane. However I extend the grade of over-head cranes (30 tons) Rs. 80-. The revised grade for such cranes, if there is any, shall be Rs. 50-2-60-5/2-80. The grades for the Crane Drivers (29 Berth), and drivers Mechanical Coal Loading Plan shall accordingly be extended to Rs. 85/-. The revised grade shall be Rs. 60-5/2-85.

39. Considering the scales of increment in the scales of the other crane drivers, the scales for the Calcutta Port appear to be much better than those in Bombay and Madras. The grade for the Winchmen or the Winch Driver is undoubtedly very low in Calcutta. This grade must be upgraded. I direct that the winchmen should be in the scale Rs. 50-2-60. All Firemen should be placed in the grade Rs. 40-1-50 and the grade for the Firemen with certificates shall be Rs. 40-2-60. The grade for the Loco Drivers shall also be extended to Rs. 130/-. The revised grade shall be Rs. 55-3-85-5-105-5-130. All Cleaners shall be in the grade Rs. 35-1-40. I do not feel myself inclined to revise the other grades of the operational staff.

40. In the Calcutta jetties, Crane Drivers and the Lift Drivers were previously in one grade Rs. 40-1-50 and their duties were inter-changeable. In 1955, it was found that crane driving requires more skill and strain. The Crane Drivers were accordingly upgraded. When the Crane Drivers are employed as Lift Drivers, they are not paid any extra, as the job of the Lift Drivers is more simple. But when the Lift Drivers are employed as Crane Drivers, they are paid an extra allowance for the period they are employed in the lighter job.

41. The grades for the following categories of workmen shall accordingly be:

	Rs.
(1) Bhistics . . . . .	32-1-36.
(2) Cleaners . . . . .	35-1-40.
(3) Gunners . . . . .	60-5-75.
(4) Tindals . . . . .	40-2-60.

(Cranes Tindals and other Tindals who are already in higher grades shall not be affected.)

	Rs.
(5) Firemen, Certified	40—2—60.
(6) Firemen, others	40—1—50.
(7) All semi-skilled workers	35—1—50.
(8) Loco Drivers	55—3—85—5—130.
(9) Drivers, Cranes (29 Berth) Mechanical Coal Loading Plant	60—5/2—85.
(10) Drivers, Workshop Cranes, 30 ton and over	50—2—60—5/2—80.
(11) Winch Drivers	50—2—60.

42. With the exception of the items 8, 9 and 10 (Loco Drivers and Crane Drivers), those who are in their existing scales shall be pulled up to the minimum of the scales prescribed and shall, subject to the following rules, get one increment in the revised grade for every three completed years of service in the respective grade:

- Such increment by way of adjustment shall not exceed 3;
- in no case the workmen shall get less than his existing basic pay;
- in no case the pay of the workmen shall exceed the maximum of the grade prescribed;
- the increment by way of adjustment shall not affect the anniversary of the time scale increment of the workers.

42A. The Loco Drivers in the existing grade will reach the maximum of Rs. 85/- in 14 years. Thus those who have not completed 14 years are not entitled to any increment in the new grade. Those who have completed more than 14 years of service in the grade shall get one increment, by way of adjustment, for every two completed years of service over 14 years. Crane Drivers, Cranes (29 Berth), Mechanical Coal Loading and Crane Drivers Workshop overhead cranes 30 tons or over (if any) will reach the maximum of their existing grades in 8 and 11 years respectively. Those who have reached the maximum of their respective grades shall get one increment, by way of adjustment, in the revised grades for every two completed years of service over 8 and 11 years. These adjustments shall also be subject to the aforesaid rules. The next yearly increments of these workmen shall be on their usual anniversary.

43. These increased grades and the adjustments shall take effect from the date when the award becomes enforceable. If the recommendations of the Committee of Engineers are for better grades or better conditions of service for any category of workmen, such recommendations shall prevail. The 'moochies' may be redesignated as 'leathermen'.

44. I now take up the Chief Engineer's Department. The multiple wage scales for different categories of workmen in the Chief Engineer's Department disclose a very unsatisfactory and unhealthy state of things. Similar was the position in the Department in the Chief Mechanical Engineer as well. However, a system was secured in the latter Department partly by the report of the Three Men Committee and partly by the Report of the Committee of Engineers, and the wage scales of the Engineering staff in the Chief Mechanical Engineer's Department were substantially in conformity with the scientific evaluation of jobs. The Chief Engineer should have revised the scales prevailing in his Department in the light of these reports, although the reports related only to the Chief Mechanical Engineer's Department. The basis of the multiple scales or their justification could not be explained away. Some of the admittedly skilled workers were placed in grades much inferior to those for the semi skilled workers. I have revised the grades of the engineering jobs of the Chief Engineer's Department to bring the grades of the different jobs, as far as possible, in a line with those for the comparable jobs in the Chief Mechanical Engineer's Department. The grades for the skilled jobs shall not be less than Rs. 40—2—60 and the grades for the semi skilled jobs generally Rs. 35—1—50. The job of cleaners do not come either under the semi skilled category or under the unskilled category. I feel that they cannot be classed with the unskilled workers. I have accordingly awarded an intermediate grade for the cleaners viz. Rs. 35—1—40.

45. The welding jobs in the Department of the Chief Engineer are much simpler than those in the Chief Mechanical Engineer's Department. In the Chief Engineer's Department welding is generally surface or flat welding. During my inspection, I could understand that welders in the Chief Mechanical Engineer's Department have to deal with variety of alloys and media and the welding is more complicated. In the Chief Engineer's Department the welders are not required to be acquainted with varieties of alloys and media as in the Chief Mechanical Engineer's Department. I have accordingly awarded the grade Rs. 55—2—65—5/2—70 for welders who are in the grade Rs. 54—1—64 and the fixed grade Rs. 54/-. ANNEXURE IV is the grades and scales awarded by me for different categories of engineering jobs in the Department of the Chief Engineer. These revised grades shall come into effect when this

award becomes enforceable under the law. The existing workers shall be fitted into the revised grades according to the following rules:

- (1) All workers getting less than the minima of their respective grades as awarded by me shall be pulled up to the minima.
- (2) All workers shall be deemed to have started with the minima of their respective revised grades and shall be entitled to one increment for every three completed years of service in the Grade, subject to three increments.
- (3) In no case the existing basic pay of a worker shall be reduced nor shall the workers' basic pay after adjustment, as directed, shall exceed the maxima of their revised grades.
- (4) The increment by way of adjustment shall not affect the anniversary of the time scale increments of the workers.

46. If the existing grade of any category of workmen in the departments of the Chief Mechanical Engineer and the Chief Engineer is better than what I have awarded, such grade shall not be affected by my award. The existing grades of all the workers who have not been dealt with in my award and whose wages have not been revised shall stand.

#### ISSUE No. II: REVISION OF PAY AND OTHER AMENITIES OF P.T. RAILWAY GATE AND CABIN STAFF

1. Workmen employed as trolley-men, lampmen, bellmen, gatemen, pointsmen, points setters and signalmen and Weigh Bridge Khalasis who appear to have been designated in the past according to their respective allotted duties have since been brought under a common designation, "Yard Porters" without any rigid division of duties as in the past, and have been placed in the grade Rs. 30-1-35. The Yard Porters may now, be employed and are employed for any of these jobs according to requirements, and the different duties which are interchangeable among the yard porters are allotted to them by rotation. In the same way Jamadars functioning as Gate Jamadars, Piloting Jamadars and Toolvan Jamadars are under a common designation 'Jamadars' with the scale of pay Rs. 35-1-50. Relying on this scheme the unions contend that the entire body of yard porters and Jamadars will come under the scope of the present reference in as much as the duty at the gate (level crossings) is only one of the many duties of the "Yard Porters" and Jamadars and cannot as such be considered in isolation.

2. All the three unions are at one in their complaints that the present pay and amenities of the gate and cabin staff of the Railway Transportation Department under the Calcutta Port Commissioners are inadequate. No specific demand has been suggested under this issue by the Calcutta Port Commissioners' Workers' Union. The Port Shramik Union has demanded an upward revision of pay scale for the Gate and Cabin staff as indicated below:

Categories	Existing scale	Scale demanded
	Rs.	Rs.
Cabin Jamadars	40-1-55	60-3-90.
Jamadars	35-1-50	55-3-85.
Yard Porters	30-1-35	45-1-55.

3. The National Union of Port Trust Employees has filed two written statements. The original written statement filed on 31st August 1936 which was confined to Gatemen, Pointsmen, Points Setters, Signalmen, Cabin Jamadar and Gate Jamadar functioning as supervisor at the gate, as pilot of Foreign Trains and as conductors of Toolvans, gives a short description about their duties, and in view of the responsibility and skill said to be involved in their duties, the union demands that their pay scales should be pulled up to the level of those of their counter-parts in the State Railways. By way of opposing the demands of the Gate and Cabin staff, as formulated by the unions in their respective written statements,

the Commissioners plead that the works of these categories of workmen do not stand comparison in skill, strain, alertness and responsibility with those of their counter-parts in the State Railways, and that the existing pay scales and amenities available to these categories of workmen do not call for any revision. To refute the allegations of the Commissioners about the comparative skill, strain, alertness and responsibility of the workmen in the Port Trust Railway Transportation Department and their counter-parts in the State Railways, the National Union filed a supplementary written statement on 9th October, 1956 specifying the duties of the yard porters, gatemen, gate jamadars and cabin jamadars in the Port Trust Railway Transportation Department. The specific demands which relate to an upward revision of pay scales, as formulated in their supplementary written statement, are that the yard porters and gatemen who are in the grade of unskilled workers of the lowest category should be pulled up to the semi-skilled grade and the pay scales of the Gate Jamadars functioning at the gate as also as pilots of foreign trains and conductors of toolvans and Cabin Jamadars should be considerably upgraded. Even in this supplementary written statement, the union does not specify its demands about amenities except that the Goomties where gatemen are housed should be provided with doors as a safety measure against loss of property and with latrines and drinking water, and should be kept clean.

4. At the hearing, the National Union enlarged its demands about the amenities and insisted to bring under the scope of the present reference some additional categories of workmen in respect of whom there was no iota of suggestion in the two written statements filed by the union.

5. Witnesses were examined in two batches. The first batch of witnesses was in respect of issues relating to House Rent Allowance, Uniforms and Avenues of Promotion. The second batch of these witnesses was in respect of issues I and II. Before these issues were taken up, with a view to minimise the time likely to be taken up by examination-in-chief of the witnesses proposed to be examined on behalf of the workmen, Shri Monoranjan Dey of the Calcutta Port Commissioner's Workers' Union suggested that instead of these witnesses being examined in court, they might be permitted to submit their statements in writing in place of their examinations-in-chief. Pursuant to the suggestion of Shri Monoranjan Dey which was approved with the consent of all parties, 4 witnesses Dudnath Singh (Sub Gunner), Markande Singh (Shunter Gunner), Kalosashi Sarkar (Trains Clerk) and Amarendra Nath Ghosh (Shunting Master) submitted their statements in writing which are to be treated as their statements in examination-in-chief. The National Union enlarged its demands for facilities of the workmen of the Railway Transportation Department under the Port Commissioners, partly through these witnesses and partly by arguments and insisted to bring under the scope of the present reference Shunting Masters, Shunter Gunners, Sub Gunners, Trains Clerks, General Assistants, Railway Control, and Coupling Porters. This was opposed by Shri K. B. Bose on behalf of the Port Commissioners. Shri Moitra of the National Union insisted that the statements of these four witnesses should be treated as additional pleadings and relied much on such portions of these statements as were not traversed in the cross-examination by Shri Bose. Shri Bose's contention was that he felt no obligation to cross-examine these witnesses inasmuch as their statements were besides the points raised in the pleadings. In view of the procedure adopted by the Tribunal at the suggestion of all the parties these statements can, by no stretch of imagination, be looked upon as pleadings.

6. Shri Moitra ultimately submits that the categories of workmen for whom these 4 witnesses have pleaded could not be included in the previous pleadings of the union simply because they were not members of the union and that these witnesses have come in exercise of their inherent right, to represent their own case before this Tribunal. The workmen's right to represent their own case cannot be disputed. But, if a workman keeps silent when parties were called upon to state their cases in writing, he cannot be permitted to take his adversary by surprise at the hearing. In such cases the workers' claim must go by default on account of his gross negligence and dilatoriness. Negligence and dilatoriness can by no means be encouraged. The established rule of procedure which pins down a party to the pleadings proceeds from equitable considerations based on justice and good conscience. This rule although adopted in different statutes is not the creation of any statute but follows as a necessary corollary from the principles of natural justice. It condemns any decision against any party without sufficient opportunities being given to the party to place his case. The principles of natural justice is intelligible even to a child and requires no further elucidation. Equity, justice and good conscience will not permit a decision against a person without giving him sufficient opportunities not only to establish his own case but also to meet his adversary's case. In this view of the matter I cannot but confine myself to the pleadings of the National Union filed on 31st August 1956 and 9th October 1956.

7. The Commissioners have filed a statement Ext. 2(A) indicating duties of different categories of Class IV employees under them. The following extract from the statement is

helpful for deciding the question as to whether Cabin Jamadars, Jamadars and Yard Porters are Cabin and Gate staff under all circumstances or under limited circumstances:

**\*\*CABIN JAMADAR:**—Authorises all shunting and train movements under instructions of Cabin Assistant, maintains a register for movements of up & down trains, instructs pointsmen to operate Lever points for movements of trains and gives line clear for passing of trains.

**JAMADAR:**—He has three functions such as Gate Jamadar, Piloting Jamadar and Tool-van-Jamadar.

- \*(1) As Gate Jamadar he is responsible for the safe passage of train over the level crossing, opens the Railway Gate and signals the trains for movements and closes the Railway Gate after train movements.
- \*(2) As piloting Jamadar, he pilots the incoming and outgoing trains, sets points in absence of Pointsmen and couples and uncouples foreign engines.
- \*(3) As Tool-Van-Jamadar he couples the engine to Toolvan and sets points and then conducts the Tool-van upto the destination fixed as per requisition.

**YARD PORTER:**—Yard porters are of different categories and the duties of each category are enumerated below:

- \*(1) *Gateman*.—Operates the gate-barriers on road barriers and gives signals to road traffic. Cleanses the channels over the level crossings.
- \*(2) *Pointsmen*.—Sets both ordinary and lever points for passage of trains with locks and clamps where necessary.
- \*(3) *Points-setter*.—Receives trains by setting points for the particular line as per line clear badges issued to him.
- \*(4) *Signal Man*.—Operates semaphore signals under the instructions of Cabin Jamadar or Jamadar, exhibits signals to the trains from the Cabin.
- (5) *Chalk Washer*.—Washes out old chalk-marks of foreign wagons. Assists Yard Peons when necessary.
- (6) *Peon*.—Delivers all letters and advise Yard Clerk during night with hurricane lanterns to get wagon particulars from labels and chalk-mark on foreign wagons for disposal. Cleans office furniture and serves staff with tea and drinking water.
- \*(7) *Bell Man*.—Rings bell when the engine attends shipping berths and shed lines to forewarn workers on duty.
- (8) *Lampman*.—Cleanses, washes and fills in with Kerosene oil all lamps used in Railway Work. Supplies oil to the foreign Railway guards of up trains.
- (9) *Weigh-bridge Khalasi*.—Looks after weigh-bridge room weigh-bridge and weightment scales. Helps weigh-bridge clerk with lanterns at night.
- (10) *Cycle Peon*.—Delivers letters to distant points and despatches urgent telephone messages and wires to points and persons concerned speedily.

8. It is clear from the aforesaid statement that the Yard Porters will not come under the broad class "Gate and Cabin Staff" when they are employed as Chalk Washers, Peons, Lampmen, Weigh-bridge Khalasis and Cycle Peons. Whether the Yard Porters employed in other capacities marked with asterisks in the foregoing statement can be dealt with in isolation will be considered at the proper stage. For the present, I may mention that Pointsmen, Points Setters, Signalmen and Bellmen have to work under directions from the Cabin and that as such they are cabin staff. On the same considerations, Jamadars functioning as pilots on foreign trains and Tool-vans are Cabin staff. Yard Porters and Jamadars functioning at the gate are undoubtedly gate staff. Hence in the present adjudication I shall deal with (1) Cabin Jamadars, (2) Jamadars employed in different capacities and (3) Yard Porters employed for jobs marked with asterisks in the foregoing statement. The workmen's demand is for the service conditions including pay scales of comparable employees in the State Railways. The activities of the railway transportation under the Port Commissioners are limited in nature, purpose and extent. The activities are confined to 192 track miles extending over a distance not more than 10 miles in the city of Calcutta (Greater Calcutta) and the main object of the Railway transportation under the Commissioners is only to facilitate movement of cargoes to and from the jetties, and the nature of the activities is mainly shunting, marshalling and formation of trains of wagons and to carry cargoes to different points within the port area at a very slow speed. The activities of the Port Trust Railways can by no means be compared with those of the State Railways in their extent, their object and their nature. The State Railways extend over almost the entire sub-continent of India, carry men, animals and goods in passenger trains and goods trains moving at much higher speed.

9. Although the accounts of the State Railways have not been placed before us, we may presume that the resources of the State Railways are much greater than those of the Railway transportation of the Calcutta port. I need hardly mention that in larger activities,

the overhead expenditure is proportionately lower. This undoubtedly affords greater facilities for improvements in all directions including labour conditions. The following are the details of the latest available accounts of the Calcutta Port Railway Transportation Department for the year 1955-56.

(In lac rupees)

Income	Expenditure
Rs.	Rs.
125.85	1. Salaries and overtime . . . . . 26.76 2. Stores . . . . . 11.94 3. Maintenance and Repairs . . . . . 43.46 4. Contract Labour . . . . . 2.29 5. Miscellaneous . . . . . 2.12 6. Workshop . . . . . 5.40 7. Light and Power . . . . . 43 8. Municipal Tax . . . . . 74 9. Unforeseen Expenditure . . . . . 01
	TOTAL . . . . . 91.16

10. The salaries and overtime do not include Dearness Allowance, House Rent Allowance and Compensatory Allowance. The expenditure on these items has not been shown in the Accounts separately for different departments. The total figure of expenditure under these heads is Rs. 122.39 lacs for the entire establishment under the Commissioners. Other amenities for the entire establishment for the year 1955-56 cost the Commissioners Rs. 6.00 lacs and the cost of general control (Secretary's Section, Land Manager's Section, Accounts Section, Medical and Health Sections, Police and Fire Fighting Sections) were Rs. 99.52 lacs. The total of all these figures is Rs. 227.91 lacs. In the absence of any material as to how to apportion the expenditure under these heads, I may presume that all the departments should share these costs in proportion of their respective wage bills. The total wage bill including overtime of the entire establishment was Rs. 211.65 lacs which is less than 8 times the wage bills of the Railway department. If 1/8th of this total figure for Dearness Allowance, House Allowance, Compensatory Allowance, other amenities and General Control is shared by the Railway section, the figure on the expenditure side will go up by Rs. 2.49 lacs and only Rs. 6.21 lacs is left out of the income. In all fairness these departments shall also contribute to the necessary and permissible deductions from the revenue, e.g. Sinking Fund, Interest Equalisation Fund, Welfare Fund, Revenue Reserve, etc.

11. In the award of the Light Railways, published in the *Gazette of India*, dated 5th September 1949 where the workmen claimed service conditions including pay scales at par with those of the State Railway employees, the Adjudicator Shri F. Jeejeebhoy observed:

"The workmen's contention that all private Railways should pay wages at the same rate as the State Railways is a plea which I am unable to accept.....The profits in one of the State Railways can be set off to equalise loss on another what is not possible with those small private Railways."

This observation is equally applicable to the Railways of a particular port. The full picture of the working conditions in the State Railways and the service conditions of their employees has not been made available to me. It was the duty of the workmen to get all the connected details in support of their claims. The claims as placed before me were not defined and the arguments were in the vacuum. The contention of the National Union is that the duties of the Cabin Jamadar and Signaller of the Port Trust Railways may be compared respectively with those of the Cabin Signaller and Block Signaller and Cabinmen of the State Railways, but curiously enough, we are not told anything about their pay scales and other amenities available to them. The pay scale of the Cabin Signaller has been mentioned in the Commissioner's written statement to be Rs. 40-1-50-2-60. Although attempts were made, to elucidate by cross-examination some materials from the Deputy Superintendent of Transportation Shri B. K. Ghosh, who had been an apprentice in one of the sections of the A.B. Railway prior to 1949, the workmen were not agreeable to place any reliance on his evidence. Shri Ghosh answered some of the questions put to him in cross-examination mostly by taxing his memory about the conditions as he found during his apprenticeship period. His answers were not and could not be definite on several important points. He was made to say in his cross-examination that what he had said in his evidence about the State Railways was based on his experience as a learner and that he did not claim to be an authority about the details



in the State Railways. Reference was made to some statements made by Shri Ghosh in his evidence—"In some yards in the State Railways, the very system which we have in our yard is prevalent.... There is hardly any difference in the work of Pointsmen under the State Railways and the Yard Porters functioning as Pointsmen in P.C. Railway." It is dangerous to rely on isolated statements of a witness without reference to the context. Shri Ghosh stated in the same breath that for setting and controlling the points in the State Railways the workmen require much greater efficiency than what is required in the P.C. Railway yard. If a greater number of trains pass through a yard, the points have to be set more frequently and any slight mistake will lead to accidents and other catastrophes. It cannot be denied that the Cabinmen, Pointsmen and Signalmen in the State Railways have to deal with more trains carrying men, animals and cargo running at a much higher speed. Naturally the intensity, strain, alertness and responsibility involved in these jobs are much greater in the State Railways than in the Port Commissioners yards. In the State Railways they have to deal with mail and express trains, and even in the yards, the shunting operations are done at a speed of 10 miles per hour, whereas the speed of shunting operations in the Port Commissioners yard is limited to 5 miles per hour. Besides the workers in the Port Commissioners yard work in shifts of 8 hours, whereas some workmen in the State Railways are considered intermittent and are on 12 hours' duty and some others may be on call for 24 hours. Service under the State Railways is transferable and an employee who is posted to-day in the city of Calcutta may be transferred to-morrow to a wayside rural station away from his friends and relations where amenities of city or town life are unknown. Such transfers are one of the many hardships of service life and are not certainly covetable. The Port Trust employees are, undoubtedly, secure in this respect. We are not aware how the Cabinmen, Pointsmen, Signalmen and Gatemen are treated in the State Railways. Thus in the absence of any comprehensive picture of the workings in the State Railways a comparison between the service conditions of Cabin Jamadars, Jamadars, Signalmen, Pointsmen, Bellmen and Gatemen of the P. C. Railway and their counter-parts in the State Railways is not possible.

12. The Bombay and Madras Port Trusts have, on my request, sent to this Tribunal a full list of different categories of their employees with pay scales. In Bombay, as the list indicates, there are 34 Cabinmen (Rs. 65-80), 23 Assistant Cabinmen (Rs. 40-60) and 35 Jamadars (Rs. 45-50 and Rs. 35-50) and 104 Gatemen (Rs. 30-35). There are also 27 boys on the scale of Rs. 30-35. Besides these, there are 91 Shunters (Rs. 50-60) and 457 Shunting Porters (Rs. 45-50, Rs. 35-45 and Rs. 30-35). In Madras there are 3 Yard Master (Rs. 160-300), 10 Assistant Yard Masters (Rs. 100-185), 24 Shunting Masters (Rs. 55-130), 3 Pilotmen (Rs. 50-75) and a good number of watchmen, mistries on the scale Rs. 30-35. There are some Trolley-men in both the ports on Rs. 30-35. In Calcutta the cabins are in-charge of the Assistant Yard Masters who are on the scale Rs. 300-500. But in Bombay there is no such category. It is quite possible that the Cabinmen on the scale Rs. 65-80 are in independent charge of the cabins and as such they have greater responsibilities, than the Cabin Jamadars of the Calcutta Port who work under the instructions of the Assistant Yard Masters. They may be compared with the Assistant Cabinmen of the Bombay Port who are on the scale Rs. 40-60. There is no separate designation for Pointsmen, Bellmen, Signalmen, etc. in Bombay. We are not aware who do these jobs. The shunting operations in Calcutta are done by a team of Shunter Gunners, Sub-Gunners and Coupling Porters. We are not aware how shunting operations are done at Bombay. It may be that Shunters (Rs. 50-60) are in-charge of the shunting operations as Shunter Gunners are in Calcutta and the other members of the team are Shunting Porters, Grade I (Rs. 45-50) and Grade II (Rs. 35-45), corresponding to Sub-Gunners (Rs. 40-55) and Coupling Porters (Rs. 35-50) in Calcutta. Either Shunting Porters, Grade III (Rs. 30-35) or Boys (Rs. 30-35) do the job of Pointsmen or Signalmen in Bombay. In Madras we do not find separate designation for Cabinmen, Signalmen, Pointsmen, Points Setters and Gate Jamadar. There are Watchmen on the scale Rs. 30-35 and Bellmen on the scale Rs. 50-75. There are Assistant Yard Masters on Rs. 100-185. We are not aware if the Madras ports have any cabin. If they have any, the Assistant Yard Master is possibly in-charge of the Cabin but he does not appear to have any assistant. We are not aware if there is any duty for Pointsmen, Signalmen and Gatemen or Gate Jamadar at Madras. If there is any, possibly Mazdoors are employed. We are not aware of the duties of Bellmen in the Madras Port. So far as Bellmen of Calcutta Port is concerned, the union does not claim any revision for the pay scale of the job. The Bellmen at Madras must have higher duties to perform. There are 3 Pilotmen. Piloting work in Calcutta is done by the Shunter Gunners as also by Jamadars. In the absence of any definite evidence about the details of the working schemes at Bombay and Madras, we cannot come to any finding from the list of employees. We may make some conjectures or surmises which cannot be the basis of a decision. Thus, we have no other alternative but to fall back upon the evidence that has been placed before us about the duties and service conditions of the workmen under the Port Commissioners at Calcutta. I could get some light about the duties of the Cabin Jamadars during my inspection. During my inspection, I could understand that Cabin Jamadars work under the instructions and control of the Assistant Yard Master who is in sole charge of the cabins. Gunners communicate directly with the Cabin Jamadars and the latter may act in simple cases without instructions from the

Assistant Yard Masters, but in suitable cases the Cabin Jamadars may seek instructions from the Assistant Yard Master. The main duties of the Cabin Jamadars are:

- (1) to receive and despatch shuttles;
- (2) to deal with interim movement of trains in the yard;
- (3) to arrange passing of Port Commissioners' trains;
- (4) to receive and to pass foreign trains and to maintain a record thereof;
- (5) to give permission, in consultation with the Yard Gunner on the 'phone to engines to pass.

At some busy train controlling points Cabin Jamadars may have additional duties e.g. in East Signal Cabin, the Cabin Jamadar has to supervise, under directions of the Berthing Master, the opening and closing of the swing bridges. The duties enumerated in the statement Ext. E. 2(a) may also be considered in this connection. Ext. E. 2(a) shows that Cabin Jamadars have to pass through a school test and from the evidence of Shri B. K. Ghosh recorded on the 9th May, 1957, we find that Cabin Jamadars must be conversant with the Transportation Rules.

13. The Pointsmen, Point Setters and the Signalmen cannot be classed with other Yard Porters doing simple jobs like trimming of the lamp or running ahead of the engines with a bell. It was pleaded in the original written statement filed by the National Union that the duty of a Pointsmen is entrusted to a Yard Porter after he has acquired some experience in the yard and that the post of Signalman was previously a promotion post for a Bellman. Shri B. K. Ghosh tells us that there may not be any objection of drafting a raw unskilled worker to operate the lever for a signal, but raw recruits are not generally employed to do this work. Now under the present scheme, Yard Porters are employed as Gatemen, Pointsmen, Points Setters, Signalmen, Chalk Washers, Peons, Bellmen, Lampmen, Weigh Bridge Khalasis by rotation. Gatemen in other Ports are also on the scale Rs. 50-1-35. From a printed pay roll of the Eastern Railway Shri K. B. Bose pointed out that in the State Railways Gatemen are also on the same scale. I have considered the evidence about the duties of Gatemen and Bellmen and I am definitely of the opinion that their scales of pay do not call for any revision. The Chalk Washer Peons, Lampmen, Weigh Bridge Khalasis and Cycle Peons have been left outside adjudication. I do not propose to disturb the existing scheme. The value of the additional intelligence and responsibility involved in the jobs of Pointsmen, Points Setters and Signalmen is assessed at 4 advance increments within the grade (i.e. 4 x Re. ½) or two rupees. Accordingly, I award a personal allowance of Rs. 2/- per mensem to those who are employed as Pointsmen, Points Setters and Signalmen for the period they do such duties. The personal allowance will not count for Provident Fund, Dearness Allowance or any other allowance. The management will allot these duties to the Yard Porters by rotation in such a way that all Yard Porters get equal opportunities to earn this special allowance. If the Commissioners think that the junior men cannot be employed to those duties and consider such rotational allotment inexpedient in the interest of efficiency of the department, allotment of such duty shall be confined to seniormost men and shall be considered as a promotion stage for the Junior Yard Porters.

14. We are told that there is no such category as Gate Jamadar in the State Railways. In the Bombay Port there are Jamadars on the scales Rs. 45-50 and Rs. 55-60. We are not aware whether there is in Bombay any system of piloting foreign trains or tool vans. Piloting of foreign trains and tool vans is done under instructions and the Jamadars do not appear to have any scope to use any discretion or to take any initiative like the shunter gunners. The additional duty which he has to do is to couple and uncouple the engines and to set points. These additional duties are not considered higher than that of a Jamadar deserving higher scale of pay. The Yard Porters employed as Points Setters and Signalmen have been allowed a personal allowance of Rs. 2/- which together with the basic pay secures them Rs. 52/- at the start and Rs. 57/- at the end. But as the personal allowance of these men will not count for Provident Fund, the existing scale of the Jamadars will still be superior to that of the Yard Porters functioning as Pointsmen, Points Setters and Signallers.

15. The existing scale of pay for the Jamadars does not call for any revision.

16. *Cabin Jamadars*.—After a careful consideration of the duties of the Cabin Jamadars as placed before me I direct that they may be placed in the scale Rs. 45-1-50-2-60.

17. The scheme of personal allowance of the Pointsmen, Points Setters and Signalmen shall come into operation on and from the date when the award comes into force. About the Cabin Jamadars, those who are getting less than Rs. 45/- shall be pulled up to Rs. 45/- and others will be considered to have started with Rs. 45/- and shall be entitled to one increment for every 3 completed years of service in the grade of Cabin Jamadar. But in no case the Cabin Jamadars shall get as basic pay less than what he is getting at present and shall not get more than the maximum of the revised scale. This will also come into operation when the award comes into force.

18. Now I take up the demand about amenities. With reference to the demand as made out in the written statement of the National Union I direct that the Goomties where the Gatemen are housed should be provided either with doors or with some such safety devices as the Commissioners think fit and suitable arrangements should be made for drinking water and latrines.

19. At the hearing the Union elaborated its demand for amenities of the Gate and Cabin staff on the following points:

- (1) Uniform,
- (2) Medical Relief,
- (3) Passes and P.T.O.
- (4) Turn of daily off.
- (5) Night Allowance,
- (6) Running Allowance,
- (7) Overtime,
- (8) Children's Educational Allowance,

Food from Canteen at subsidised rate.

20. Although I do not feel myself called upon to discuss the demand on these points, I shall skip over the demands and make such recommendations as I think fit.

21. About uniforms and medical relief, the Yard Porters, Cabin Jamadars and Jamadars do not appear to have any cause of grievance. They are provided with uniforms and the Port Commissioners have elaborate arrangements for medical relief for their employees. Nothing has been suggested about improvement in the condition existing of these employees.

22. The practice of granting of passes and P.T.Os. in the State Railway has a history behind it. The Railways were previously owned by private companies and like all benevolent employers who had transport business in the past allowed their employees to avail themselves of the transport facilities free. This was gradually extended over the transport arrangements of other companies by mutual arrangement. This arrangement was reciprocal and I presume that neither company had to make any cash payment for this arrangement. The settlement was made by book adjustment. Now when the Government took up the Railways, the Government thought it inadvisable to discontinue the privilege of the Railway employees which they had enjoyed for a long time. This privilege was allowed to continue but was not extended to Government employees of other departments. The Port Commissioners allow P.T.Os. once in a year to their Class IV employees to which the Yard Porters, Jamadars, and Cabin Jamadars belong. If any additional benefit is given to the employees of the Railway Transportation Department there is every possibility of unrest in other departments. Besides free passes and P.T.Os. over foreign railways on the scale which is available to the employees under State Railways will involve additional costs. We are not aware of the financial implication of such additional burden. In my view any recommendation in this direction is considered inexpedient.

23. I understand that in the Shipping Section there is a practice of allowing turn of duty off. Order of the Traffic Manager in this connection may be relevant:

"The turn-of-duty-off is allowed to the following staff only: Outdoor Shipping staff in the L.D. Cadre as well as U.D.O. Cadre provided they work in three shifts."

Sd. ILLEGIBLE.

For Traffic Manager.

24. Shipping and Railway Transportation are two sister sections of the Traffic Department. I am accordingly inclined to recommend that the scheme of turn of duty off which exist in the Shipping Section may be introduced in the Railway Transportation Section on identical conditions and under identical circumstances.

25. Night Allowance: Night duties have come to stay as a normal condition of service in such departments of the port as are directly or remotely connected with loading and unloading of cargoes in and from the vessels. In Calcutta, so far as I could understand wherever workmen are required to perform night duties they are employed in three shifts and night duties are allotted to the workmen by rotation. Special night allowance has been discouraged by the Labour Appellate Tribunal specially where night duties are allotted to the workmen by rotation. I am told that the stevedores labour are paid at higher rates for night work. A practice which is condemned cannot be introduced in any industry simply because such a practice continues in another unit of the industry. The demand of the workmen for night allowance does not appeal to me.

26. The question of running allowance does not arise in the case of Cabin Jamadars, Jamadars and Yard Porters.

27. The Commissioners have a scheme for payment for overtime work. No definite formula was placed before this Tribunal as to how this scheme can be improved.

28. The Port Commissioners have some scheme for education of the children of their employees living near about the port area. The employees live within the city of Calcutta and can avail themselves of the facilities arranged by different authorities for education of children. We are not aware of the details of the scheme of children's education allowance under State Railways but this much can be said about the State Railways that employees in the State Railways are at times posted to outlying stations where there is no facility for education of their children. The port employees are in a better position in this respect.

29. Food is supplied from Canteen at cost price. I am told that for Class III employees the Commissioners contribute Rs. 2/- per head per month, and the employees manage the Canteen on a co-operative basis. For Class IV employees the system is a little different. The establishment costs of the Canteens for Class IV employees are borne by the Port Commissioners and food is supplied to the Class IV employees at cost price which is a little higher than that supplied by the Canteens for Class III employees run on co-operative basis. Now that I am dealing with Class IV employees of the Railway Transportation Section only I do not find any justification for awarding a different scheme for a minor section of the Class IV employees under the Port Commissioners.

#### ISSUE No. III: UNIFORMS AND RAIN-COATS FOR CLASS IV EMPLOYEES:

The demands of the workmen as formulated in the written statements filed on their behalf by the three unions may be summed up as under:

- (i) Proper uniforms including raincoats as part thereof, calculated as they are to increase efficiency and to ensure safety of workers, should be supplied to all Class IV employees without any discrimination. (Calcutta Port Shramik Union).
- (ii) Those who perform outdoor duties and those who do dirty and disagreeable jobs which increase the cost of washing and reduce the life of their clothes, necessitating frequent replacements which the workmen can hardly afford, should be provided with uniforms. (Calcutta Port Commissioners Workers' Union).
- (iii) Uniforms including raincoats should be supplied, according to the general custom, to those workmen who do outdoor works, who come in contact with the public and whose jobs involve an element of risk. (National Union of Port Trust Employees).

2. In reply to the demands of the workmen for uniforms and raincoats, the Commissioners plead that a wage structure takes into account the element of clothing, and the rise of the price is compensated, according to the accepted principles, by dearness allowance. The Commissioners state that the uniforms are supplied to workmen,

- (i) for the purpose of identification where the nature of duty requires such identification of the workmen;
- (ii) for work in the open under all wheather conditions.

The commissioners, however, agree that in the event if it is found that if any category of workmen within a section doing the same work are getting uniforms and others are not getting, the later will be given uniforms. Raincoats are supplied to those who are required to work in the rains.

3. At the hearing, the workmen enlarged their demands and several workmen of different departments who were examined as witnesses strayed away from their pleading and claimed improved types of uniforms on an increased scale and of better stuff. Apart from jurisdictional questions as to whether the workmen can be permitted to go beyond their pleadings, the demands as sought to be made out at the hearing cannot be entertained on the following grounds:

- (1) The scales of uniforms are not only in keeping with the practice and custom which obtain generally in Government, Semi-Government and private establishments where uniforms are provided to a section of their workmen. The Commissioners plead that the supply of free uniforms to their employees is more liberal than what obtains in the State Railways and the Bombay and Madras Ports. This has not been refuted. No case has been made out for exceptional treatment of the employees under the Calcutta Port Commissioners.
- (2) Types of uniforms must be based on a consideration of the nature of work and the status of the workmen. A sweeper cannot naturally expect to get the same type of uniform as is supplied to the peons or the jamadars. In the absence of any specific evidence to the contrary is must be presumed that the Port Commissioners scheme also proceeded on identical consideration. A mere demand of better type of uniforms by a particular workmen only indicates his individual likes and dislikes and does not lay down any principle.

(3) After restrictions of import of foreign goods in the interest of the country and its industries, the workmen should not expect the stuff which they were getting before India's industries are still in their infancy as compared with foreign industries. Besides for obvious reasons, lack of encouragement in the past was responsible for low standard of production in India. Indian industries must not only live but improve so that their products may at least stand competition with foreign products in the world market. This is possible if there is encouragement from the people of India. The demand of the workmen for better quality than what India generally produces is against national spirit and does not appeal to me. They must be satisfied with the stuff which is available to the general public and cannot aspire after the best stuff which is outside the reach of the mass.

4. The unrefuted statement of the Commissioners is that free supply of uniforms to workmen at the existing scale cost them about Rs. 4 lacs and the cost of free supply of uniforms to all Class III and Class IV employees would go upto about Rs. 10 lacs. In 1950 when the accounts of the year disclosed a deficit of Rs. 52.05 lacs, the Commissioners found that the period of replacement of the uniforms was too short and prolonged the period of replacement of winter uniforms which could easily be used for three years or more. Different service conditions depending on the date on which such service conditions were available to employees are not unknown in Government service. Even in domestic life the youngsters cannot expect the same comfort which the elders have enjoyed. Economic condition of the world, not to speak of India alone, is deteriorating every day and we must adjust ourselves with the changing economic conditions. Speaking about India which is still in its infancy huge funds are required to carry out her plans for improvement of the conditions of the people. These funds cannot be created except by taxation. Price of all commodities have gone up. This is only a temporary phase and the workmen should wait till better days come.

5. Separate statements have been filed by the Commissioners to show the scales and types of uniforms that are supplied to the workmen of different departments. I have examined these statements very carefully and my impression is that the supply of uniforms is quite liberal. A healthy wage structure contains the element of clothing of a worker with the standard family of three consumption units including himself, and dearness allowance purports to compensate the rise in the price. It is true that dearness allowance does not fully neutralise the rise in the price, but in a country where teeming unemployed millions are crying for food, clothing and shelter, a workman cannot claim to live with that amount of comfort and ease which they could expect in pre-war days, simply because they are fortunate enough to get employment. They must bear with the little hardship with a national spirit and must make some sacrifice like their fellowmen. These are the considerations which appear to have weighed with all wage fixing authorities in settling wages and dearness allowance and I hope that identical considerations will weigh with the workmen and they will not consider uniforms as a substitute for normal clothing.

6. At an earlier stage, the industrial tribunals proceeded very cautiously in the matter of granting uniforms. Uniforms were allowed only to such workmen as were required, in course of their duty, to come in contact with the public, and such grant of uniforms was prompted by a consideration that uniforms to such workmen such as peons, durwans, motor car drivers would not only enhance the prestige of the employers but would also assist publicity of the industry. Gradually the Tribunals became more liberal in their views and have extended uniforms to other categories of workmen. The accepted principles, as they stand to-day, on which uniforms are granted to workmen are:

- (1) Those who come in touch with the public in course of their duties,
  - (a) those who from the employer's point of view should present a smart appearance and thereby maintain the prestige of the employers;
  - (b) those who requires some identification for easy access to the place of their work and peaceful execution of their work.
- (2) Those whose works require a particular type of dress for their safety against any risk involved in such works.
- (3) Those whose nature of work soil their clothes and reduces their life.

7 The departments, sections, sub-sections and groups under the Port Commissioners as also categories of Class IV employees employed there are too numerous. It is not possible for a Tribunal to have a correct estimate about the nature of work of individual workman, for such a close study of their works in all the seasons of the year will take years not to speak of months and the Tribunal could hardly afford such a considerable time for the purpose. I can only direct the management to review their scheme in the light of the accepted principles I have laid down. I may only point out some instances by way of illustration which require immediate attention of the authorities. I may in this connection make it clear that for obvious reasons vessels, hospitals and dispensaries stand on a different footing.

The sweepers of the vessels, hospitals and dispensaries are granted winter uniforms of a type different from what is available to the sweepers of other departments. Similarly, cooks in these sections get uniforms while cooks in other departments do not get any. I shall point out some of the cases which require immediate attention of the authorities:

- (1) *Sweepers*.—Sweepers of all the departments except those under the Chief Mechanical Engineer are provided with uniforms. It stands to reason that the sweepers of the Chief Mechanical Engineer's department should also get uniforms of the same type and on the same scale as are available to sweepers of other departments (except vessels, Hospitals and Dispensaries).
- (2) *Duftries*.—Duftries of the Medical, Health and Stores Departments get uniforms while the Duftries of other departments are not provided with any uniforms. The Duftries of the Medical, Health and Stores sections have no special considerations for a differential treatment. I accordingly direct that all duftries should be provided with uniforms. The jobs of letter sorters and record suppliers may be compared with that of the Duftries and in my opinion letter sorters and record suppliers should also be provided with uniforms. I accordingly award that duftries record sorters and record suppliers of all the departments shall get uniforms of the type and on the scale available to duftries of the Stores Department.
- (3) All workmen doing the work of Peons, Head Peons, Orderlies, Durwans, Watchmen and Jamadars shall get uniforms on the same scale irrespective of their designations. I could understand that some Attendants and some Laskars are performing the duties of Peons. The types of uniforms for them shall be that of workmen doing comparable jobs in their respective departments.
- (4) In the Medical Section, Kitchen Attendants are provided with uniforms but cooks' Mates are not, although their duties are identical. Cooks' Mates shall also be provided with uniforms.

8. It has been complained that some workmen for the silt pumping plant, KGD, are not getting uniforms while workmen doing comparable jobs at the silt pumping plant, Chetla, are provided with uniforms. I am told further that the workmen in the two sections are interchangeable. In all fairness there being no special reason why the Chetla workmen should receive preferential treatment, uniforms shall be supplied to workmen doing comparable jobs at the silt pumping stations at KGD and Chetla on the same scale.

9. A scrutiny of the statements filed on behalf of the different departments under the Port Commissioners about uniforms provided to their workmen discloses some anomalies which could not be explained away. I may note some of the anomalies:

In the Permanent Way Section (K.P. Docks) under the Chief Engineer, the Vicemen, Hammermen and Blacksmith get full winter uniform every three years under sanction No. 1802, dated 29th January 1953 while some Vicemen, Hammermen and Blacksmith in the D.L.S. Section get winter uniforms every alternate year under a sanction of later date (No. 1802 of 30th December 1953). In the same section some Blacksmith and some Hammermen get only one woollen pullover under a much earlier sanction No. 1802 of 14th February 1952. Similar anomalies are noticed in the case of Hammermen in Calcutta Section and Tinsmith in D.L.S. Section. Of the Tinsmith in the D.L.S. Section some get one pullover under sanction No. 1802 of 14th February 1952 while others get full uniform every alternate year under sanction of 30th December 1952. Similarly Hammermen get only a pullover under a sanction dated 14th February 1952 while others get full uniform under a sanction dated 9th February 1953. These anomalies should either be explained away to the satisfaction of the workmen or should cease altogether. If on an earlier date uniforms had to be sanctioned on a lower scale, there is no reason why the scale should not be revised on a later date when sanction of uniforms at a higher scale for the same categories of workmen was possible. If it was not possible to increase the scales of uniform of a particular category of workmen at a later stage, the Commissioners had no justification to grant uniforms to workmen of the same category at a higher scale.

10. The next point I should take up is about raincoats. According to the Commissioners raincoats are supplied to those workmen who are required to work in the rains. In course of evidence it transpired that all those who were required to work in the rains some are provided with umbrellas, some with uniforms and some with raincoats and that raincoats and umbrellas were not supplied always to the workmen individually. In some cases raincoats and umbrellas were supplied to workmen individually while in some other cases raincoats and umbrellas were provided to the departments of sections in the pool for use of the workmen employed there whenever necessary. The evidence is the those who are not supplied

with either raincoats or umbrellas are not required to work in the heavy rains. It transpired from the evidence that umbrellas are provided to only a few of the railway cabins under the Traffic Department. But the evidence is that all cabin jamadars may be required to come out of their cabins whenever there is an emergency or accident such as derailment or run-over. They may be required to come out of their cabins even for the purpose of supervision whenever the cabin jamadars have reasons to suspect that the workmen working under him are not doing their work properly. In such cases the cabin jamadars cannot wait till the rains hold off. They should be given all facilities to attend to their duties, no matter whether there is rain or not. I accordingly direct that each cabin should be provided at least with one umbrella which shall be replaced at such intervals as umbrellas provided to Babu Ghat cabin, B.N.R. No. 42 Cabin and W.A.C. Yard Cabin are.

11. As it was not possible for me to watch during the rains the works of all the categories of workmen under the Port Commissioners, I am not in a position to give any definite direction for the supply of uniforms and umbrellas. I leave it to the Commissioners to review the supply of uniforms and umbrellas to the workmen in such a way that no workman may stop their work during the normal rains. Supply of uniforms and umbrellas shall, according to the nature of work in each department, be to the workmen individually or to the department in the pool for use of the workmen employed there. The number of umbrellas or uniforms or both supplied in the pool to a department shall be commensurate with the requirement of the department so that no worker can plead lack of facilities during the normal rains to carry on their normal work. Normal rains must be understood as distinct from heavy rains against which raincoats or umbrellas can hardly afford any protection.

12. I may mention in this connection that porters of the coal dock agitated for several days for increase of their "bitta" allowance as also for uniforms and raincoats. Neither any uniform or any raincoat is provided to such categories of workmen. Besides these porters work on a piece rate with a minimum guaranteed wage which compares very favourably with the total emoluments of many unskilled workers who do not get any uniform. As I have already observed supply of uniforms cannot be looked upon as an assistance to normal clothing. These piece rated workers may augment their earning considerably by normal efforts. Increase of "Bitta" allowance is outside the scope of the present reference and was not claimed in the pleadings. I cannot persuade myself to recommend any uniform for these workers. However, as the evidence indicates they work when there is no heavy rain and black water oozing down the basket spoils their body and clothes. My experience is that during rains, such workers use gunny bags. I accordingly recommend that each and everyone of these workers be provided with a gunny bag every year. I award accordingly.

#### ISSUE No. IV: WASHING ALLOWANCE FOR SCAVENGING AND COAL DOCK STAFF.

1. The Unions have demanded Rs. 10/- per month as cash washing allowance for each member of the scavenging and coal dock staff. The demand appears to have been pitched too high and I am not inclined to allow any cash allowance lest such cash allowance should be used for purposes other than what is intended for. The scavenging staff have been classified according to the nature of their work into three categories: Methars, Domes and Bhuiyas. The nature of their works is too well-known to require any description. Although they are to be on duty on an average for six hours a day, they are to attend to their duties in two spells—once in the morning from 6 A.M. to 10 A.M. and again in the afternoon from 3 P.M. to 5 P.M. It cannot be disputed that they have to do dirty works and that in the interest of health they must have a wash each time after their duty hours. The Commissioners contend that the reduced hours of work are a sufficient consideration for the dirty work. It may be so, but this question is relevant only on an issue about fixation of wages. Even if it be assumed that in view of the reduced working hours the wages that they are getting are quite adequate and do not call for any additional dirty allowance, the Commissioners cannot be exonerated of their responsibility to take adequate provisions to guard against diseases to which they may be exposed by reason of their employment in dirty work. Members of the scavenging staff are allowed half a seer or one pound of washing soap. They must wash their body at least twice a day and their clothes whenever they are soiled in course of their duty. Considering these facts I am clearly of the opinion that the supply of one pound soap per head per month is not adequate. It is increased to one and half pounds (1½ lbs.) per head per month.

2. The Coal Dock staff has been classified into two categories—loaders and trimmers. Their work. They require such wash at least once a day. The Port Commissioners do not health they also require to wash their body and the cloth which they wear when doing their work. They require such wash at least once a day. The Port Commissioners do not provide them with any soap. Trimmers are monthly paid workers while loaders are piece-rated. The trimmers have got to work in the hatch of the vessels which is almost always full of coal dust. In consideration of the dusty work they are given a trimming allowance of Rs. 5/- per month. This may be a good ground against the workers demand for higher wages in consideration of their unpleasant work. That the trimmers are given a trimming allowance does not absolve the Commissioners from their responsibility for the health of the workers. Having regard to the nature of the work of the workers of the Coal Berth (both

loading and trimming sections), I consider in the interest of health that they must have a wash with soap every day after their work. I accordingly award all the workers of the coal dock, both loading and trimming sections, one pound of washing soap per head per month.

3. The existing practice of supplying Life Buoy soap and mustard oil ( $\frac{1}{4}$  seer per month) to those who work in the sewer line (in the drains and manholes) shall continue.

ISSUE No. V.—WHETHER HOUSE RENT ALLOWANCE FROM MORE THAN ONE WORKER FOR THE SAME QUARTER CAN BE DEDUCTED.

ISSUE No. VI.—WHETHER DEDUCTION OF FIFTY PER CENT OF HOUSE RENT ALLOWANCE FROM SUCH WORKERS AS RESIDE IN CALCUTTA WITHOUT FAMILY SHOULD BE STOPPED FORTHWITH.

1. Although there is nothing in the two issues to indicate that they contemplate any particular category of employees, the parties have confined themselves in their respective pleadings, evidence and arguments, to Class IV employees only.

2. The two issues, inter-linked as they are to the housing scheme of the Calcutta Port for Class IV employees, have been taken up together for convenience.

3. The Commissioners have accepted the principle that all Class IV employees in their service should be provided with free quarters. As pleaded in their written statement, there are 24,000 Class IV employees in their service out of which approximately 12,000 have been provided with quarters. Under the housing scheme additional quarters are being constructed and 3000 units have recently been constructed on the Taraalla Road. Under the Second Five Year Plan, provisions have been made for construction of additional 2000 quarters for the employees of Class III and Class IV categories. The accommodation which is provided to a worker living in Calcutta with his family is generally known as one unit. Under the rules of the Commissioners for allotment of quarters (Ext. E/9) one unit i.e. one room in the quarters, both new and old, is for a worker living in Calcutta with his family or for two workers living in Calcutta without family. For those who do not live either in Commissioners' quarters or on board the Commissioners' vessels, the rules provide monthly house rent allowance at the rate of Rs. 10/- per month for a worker living in Calcutta with family and Rs. 5/- for a worker living in Calcutta without family. These are the general rules applicable to Class IV employees under the Commissioners. The rules are slightly different in the case of workers of the cargo dock and coal berth (loading and trimming) sections. The difference in the rules for these sections of Class IV employees has a history behind it. The works of these two sections were previously carried on by Messrs. Bird & Co. under a contract. The contract was subsequently taken over by Messrs. P. Chongdhar & Co. and on and from 1st April 1948 the contract was terminated and the work was taken over by Port Commissioners and the workers employed for the contract work were absorbed as direct employees under the Commissioners without affecting their service conditions. Although the Commissioners were not altogether unmindful about improvement of their service conditions and although some improvements were effected in the shape of decasualization of labour, revision of wages, guaranteed minimum wages, Provident Fund, leave, etc. no appreciable improvement has hitherto been possible, for obvious reasons, in their housing condition. Messrs. Bird & Co. had some quarters for their workers employed for the contract work which are still in the occupation of the workers of the cargo dock and coal berth sections. Shri Sukhani Prosad, WW-27, gives us a rough picture about allotment of quarters prior to 1st April 1948 i.e. prior to the termination of the contract. The quarters were not allotted to individual workers but were placed in charge of the sirdars, the number of quarters under each sirdar varying from 8 to 15. The compliment under each sirdar was constantly fluctuating between 8 and 100. At that time the workers, who mostly belonged to other provinces and to the agriculturalist class did not bring their families to Calcutta, worked for a month or two or four months at a stretch and left at their will. Although there has been an increase in the number of quarters since termination of the contract, there has been an increase in the number of workers, with the result that the congestion has not been appreciably eased.

4. The coal trimmers have since become monthly rated workers on the scale Rs. 30-4-35 with a trimming allowance of Rs. 5/- per mensem, while the loaders of the coal berth and cargo dock workers still continue to be piece-rated workers with a guaranteed minimum of Rs. 87/8/- made up of, as Shri Gopi Mohan Kundu (EW-4) says, (a) basic pay 35/- which is the maximum of the scale for the lowest category of unskilled workers, (b) dearness allowance Rs. 40/-. (c) compensatory allowance Rs. 7/8/- and (d) house rent allowance Rs. 5/-. The guaranteed minimum wage of these piece rated workers contain an element of house rent allowance as well as advanced increments within their scale. This house rent allowance, hence the guaranteed minimum wages or piece rate earnings which must presumably be more than



the guaranteed minimum are not affected in any way—whether they live in the Port Commissioners' quarters or outside, with family or without family, except that a nominal deduction is made from their earnings if they leave in the Port Commissioners' quarters as tabled below:—

- (i) A loader of the coal berth.—Rs. 5/- per annum when he proceeds on annual leave.  
 (ii) A cargo dock worker.—As. -/8/- per month i.e. Rs. 6/- per annum.

These deductions are made irrespective of the number of workers in occupation of one unit and irrespective of any consideration as to whether they live with or without family. These piece-rated workers do not get any additional house rent allowance when they live outside the Commissioners' quarters even with family. I understand that recently a Piece Rate Committee under the Chairmanship of Shri F. Jeejeebhoy, have in their recommendations taken into account the full house rent allowance of Rs. 10/- per month or As. -/5/4 per day as a component of the gross wages for processing the price rates, thus under the existing system, the house rent allowance of Rs. 5/- included in the guaranteed minimum wage or under the recommendations of the Piece Rate Committee, the house rent allowance of Rs. 10/- is assured to the piece-rated workers in all circumstances whether they live in the Port Commissioners' quarters or not, whether they live in Calcutta with or without family. Thus, in the case of these piece rated workers, there is no question of any cut in the case of those who live in Calcutta without family.

5. Prior to January 1955, the coal trimmers were not given any house rent allowance even if they lived outside Port Commissioners' quarters with or without family nor was any deduction made from their total wages if they lived in the Port Commissioners' quarters with or without family. The general scheme of house rent allowance for the monthly paid Class IV employees has been extended since January 1955 to the coal trimmers as well. The Port Commissioners housing scheme for the Class IV employees may be summed up in a tabular form as indicated below:

Cargo Dock Workers	Coal Berth Loaders	Coal Berth Trimmers	Other Class IV Employees
Terms of Employment	Piece rated with guaranteed minimum of Rs. 87/8/- which includes house-rent allowance of Rs. 5/- Entire piece-rate earnings subject to the minimum guaranteed are paid to the workers in all circumstances—whether they live in P.C. quarters or outside P.C. quarters, with family or without family, subject to small deductions as indicated below, if they live in P.C. quarters.	..	Monthly rated-on the scale Rs. 30— $\frac{1}{2}$ —35 D. A. Rs. 40/ plus C. A. Rs. 7/8 free quarters

**Living in P.C. quarters :**

- (i) with family . . . As. -/8/- is deducted p. m. when they live in the quarters. Rs. 5 /- is deducted p.a. when they proceed on annual leave. No house rent allowance is paid to the workers.
- (ii) without family :

Cargo Dock Workers	Coal Berth Loaders	Coal Berth Trimmers	Other Class IV Employees
<b>Living in Calcutta outside P.C. quarters :</b>			
(i) with family . . .	No separate house rent allowance is paid to the workers.	Separate H.A. Rs. 10/ is paid to the workers.	Separate H.A. Rs. 10/ is paid to the workers.
(ii) without family . . .	No separate house rent allowance is paid to the workers.	Separate H.A. Rs. 5/- is paid to the workers.	Separate H.A. Rs. 5/- is paid to the workers.

6. Although I am not called upon here to enter into a discussion about the structure of wage, I may incidentally point out that wage structure, as is clear from the estimates of different experts, provide for house accommodation in normal circumstances and that Rs. 30/- has been generally adopted as the minimum wage of the lowest paid unskilled worker which provides for food, clothing, shelter and a measure of frugal comfort for three consumption units at pre-war price level. Following these estimates the Central Pay Commission recognised the scale of Rs. 30-4-35 for the lowest category of unskilled workers under the Central Government and this very scale has been adopted by the Calcutta Port Commissioners for their employees of the lowest category better known as skilled workers. The dearness allowance compensates to some extent, if not entirely, the rise in the house rent. But in costly cities like Bombay and Calcutta, the Government give some assistance to their employees in the shape of house rent allowance which does not represent the full value of the accommodation. Even where Government are in a position to provide accommodation to their employees, recovery is made from the occupants towards rent not exceeding 10 per cent of their pay. Government grant rent free concession only where pay scale has been deliberately fixed in consideration that Government quarters will be provided rent free or where but for the grant of rental concession a higher scale of pay or a special pay or compensatory allowance of some kind would have to be paid. Since the Second World War house rent has abnormally gone up specially in costly cities like Bombay and Calcutta and on the recommendation of the Central Pay Commission, Government have extended assistance to all the employees in the shape of house rent allowance at varying scales linked to different slabs of basic pay. The house rent allowance recommended for employees drawing basic salary below Rs. 55/- is Rs. 10/-. Employees drawing up to Rs. 250/- are granted fixed house rent allowance which is not related to the actual rent paid by the employees. Employees drawing more than Rs. 250/- are compensated for house rent in excess of 10 p.c. of their pay upto a limit of 10 per cent of their pay provided they actually pay house rent exceeding 10 per cent of their pay. No distinction has been made between employees living with family and employees living without family.

7. The grievance of the workmen under the Port Commissioners is that since the Pay Commission did not make any distinction in the house rent allowance payable to an employee living with family or to an employee living without family, the employees of the Port Commissioners who are living outside the Port Commissioners quarters should be uniformly paid house rent allowance of Rs. 10/- no matter whether they live there with family or without family. The Calcutta Port Shramik Union has raised an additional plea in support of the workmen's demand viz. that accommodation is not available for less than Rs. 10/- even if a worker lives without family.

8. The contention of the Port Commissioners is that the recommendations of the Central Pay Commission are not applicable to the Port Commissioners but that the Commissioners, like certain other Industries, have adopted some of the recommendations of the Central Pay Commission as a guide. It has further been contended that the lower scale of house rent allowance to the employees who generally live in Calcutta with family has Government sanction behind it as indicated in their letter to the Chairman, Calcutta Port Commissioners, dated 29-5-1947 that "house rent allowance should be given at Calcutta, Bombay, Karachi and Madras on the scales approved in the press communique dated 15th May 1947 and subject to the usual conditions to Port Trust employees who reside with their families in the port area. To other Port Trust employees a lower house rent allowance should be given at the discretion of the port authorities." Prior to June 1947 house rent allowance for lowest paid employees of the Calcutta Port Commissioners in lieu of free quarters was Rs. 2/- a month in all cases. This was raised by a resolution of the Commissioners dated 6th June 1947 to Rs. 10/- a month for men living with their families in Calcutta and Rs. 5/- per month for men living without their families.

9. The Commissioners further contend that a large number of Commissioners' Class IV employees come from other provinces and a majority of them belong to agricultural class. Absenteeism is very common among them. Although Government's sanction was obtained for liberal leave rules for Class IV employees under the Port Commissioners on the ground that they were mainly drawn from the agricultural class in other provinces, the Port Commissioners decided to maintain a difference in the house rent allowance for the employees who live in Calcutta with family and those who live in Calcutta without family only as an inducement to the workers to bring down their families to Calcutta and thereby to reduce absenteeism. Class IV employees under the Port Commissioners enjoy leave which is much more liberal than that for the Government employees of comparable category and are entitled to the Privileged Ticket Order Concession. In considering the workmen's demand for translocation of an isolated service condition in some other concerns simply on the ground that it is more favourable than theirs cannot be conceded to without comparing the over-all pictures of the service conditions in the two concerns. The following is a comparative chart of leave available to Class IV employees:

I	Under the Government		Under the Port Commissioners	
	II	III	IV	V
	In permanent employ.	Not in permanent employ.	In permanent employ.	Not in permanent employ.
For the first 10 years.	1/22 of the period spent on duty to be accumulated up to 60 days.		1/12th of the period spent on duty to be accumulated upto 180 days.	For the first year—1/30th of the periods spent on duty and thereafter as provided for permanent employees.
For the Next 10 years.	1/11th of the period spent on duty to be accumulated upto 90 days thereafter 1/11th to be accumulated upto 180 days.	For the first year — 1/30th of the period spent on duty and thereafter as provided for permanent employees.	To be accumulated in all cases irrespective of length of service up to 180 days.	

The conditions of service of workmen in an industrial establishment must be taken as a whole and each and every condition must be regarded as a consideration for the other conditions.

10. A comparison of the house rent allowance scheme for Class IV employees under the Port Commissioners with that recommended by the Central Pay Commission for Government employees will clearly show that the later falls far short of the former. The declared policy of the Commissioners is to provide free accommodation to Class IV employees and out of 24,000 Class IV employees, 12,000 have already been provided free quarters. An additional 3,000 units have been recently constructed. Thus provision has already been made to provide free quarters to 15,000 employees, and 9,000 employees who are living outside will get house rent allowance of Rs. 10/- or Rs. 5/- according as they live in Calcutta with family or without family. Free accommodation is not provided to the generality of comparable Government employees, where they are provided with quarters, a deduction for house rent is made from their salary for the quarters. If really the Commissioners had adopted the policy of levying house rent for their quarters, they could have afforded to be more generous in their assistance to the employees who are not provided with quarters. Taking the average, I must say that Class IV employees under the Commissioners are undoubtedly much better off in this respect. They cannot be permitted to retain that part of the scheme which is more beneficial and to reject the other part. The liability of the Commissioners to pay house rent allowance to their Class IV employees arises only in respect of such employees as are not provided with quarters. The scheme of providing one unit to one employee living in Calcutta with family or to two employees living in Calcutta

without family and of paying house rent allowance of Rs. 10/- to an employee who lives in Calcutta with family but is not provided with Commissioners' quarters as value of one unit accommodation to which he is entitled is outside the scope of the present issues and shall accordingly stand. The whole dispute is centred round the scheme so far as it provides Rs. 5/- as house rent allowance to employees who live in Calcutta with family but are not provided with quarters i.e. 50 per cent less than what is payable to employees living in Calcutta with family. It is contended on behalf of the Port Commissioners that their liability to give a Class IV employee house rent allowance arises only when he cannot be provided with free accommodation, as value of the accommodation the employee is entitled to under the scheme which has fixed the value of one unit accommodation at Rs. 10/- and half the unit at Rs. 5/- and that an employee entitled to half unit accommodation cannot claim the value of one unit accommodation as house rent allowance. The distinction has at its back a policy to reduce absenteeism and in this view of the case the distinction must stand. I am substantially in agreement with the Port Commissioners that an employee living in Calcutta without family cannot claim as house rent allowance the value of one unit accommodation to which he is not entitled under the scheme. He is quite at liberty to bring his family to Calcutta and get the full benefit of the scheme which is undoubtedly intended by the scheme as a check upon absenteeism. But the value of half unit accommodation to which such an employee is entitled must have reference to the market position of house accommodation. It must be presumed that increase in the house rent allowance in 1947 was prompted by a general rise in the house rent. The only definite evidence on this point is that of WW-24 Samdeo Jeswara, who was previously occupying a room at a monthly rental of Rs. 10/- has taken a smaller room at a monthly rental of Rs. 6/- (Ex.W-4 series). Evidence of Samdeo also stands un rebutted and in the absence of any other evidence I may take Rs. 6/- as the market value of a bachelor or single quarter as distinct from family quarter. I accordingly direct that house rent allowance to such Class IV employees as are living in Calcutta without family and are entitled to house rent allowance under the Port Commissioners' scheme shall be paid Rs. 6/- p.m. instead of Rs. 5/- with effect from the date on which this award comes into force. The value of half unit accommodation is fixed at Rs. 6/- only for an employee living in a rented quarter and not for an employee living in the Commissioners' quarters but entitled to claim proportionate rent under Issue V, in which case the value of half unit of accommodation shall be Rs. 5/-. Issue VI is decided accordingly.

11. Congestion of quarters to which I have already referred is responsible for the grievance of the workmen which is the subject matter of Issue No. V. On account of shortage of accommodation, number of workers accommodated in a quarter very often exceed its declared capacity i.e. one worker living with family or two workers living without family. In such cases the Port Commissioners do not pay house rent allowance to any of the workers occupying the free quarters. The quarters shall be allotted to the employees strictly according to the declared principles of the Commissioners. The accommodation in one unit quarter has been valued at Rs. 10/-. Where the employers force more employees to live in a unit quarter than its declared capacity, it stands to reason that the employers should not be allowed to profit at the cost of the employees. Crowding of the quarters should, in the interest of health of the workers, be discouraged by all means. Now the demand of the union for their workmen is that where the number of workers in occupation of a quarter exceeds its declared capacity the employers should not withhold more than one set of house allowance for each quarter and all the occupants should be paid their legitimate house rent allowance less proportionate amount of the house rent allowance representing the total value of the accommodation. In course of hearing I could understand that the workmen were to some extent responsible for the congestion in the quarters. Shri Nikhil Dey (WW-58), Welfare Officer who is in charge of free quarters for Class IV employees has been examined as a witness for the workmen. We get from him that the quarters are allotted generally according to well defined principles which have already been mentioned. Deviations were made only when the workmen were agreeable to such deviations in the five lines taken over by the Port Commissioners from the contractors. *Status quo* was maintained and no fresh allotment has since been made in respect of those quarters against the principle of the Port Commissioners and attempts are being made to ease the congestion in these quarters. Vacancies in the quarters in the five lines are not filled up against the Commissioners' declared principles unless all the workers concerned are agreeable to live huddled up together in the quarters and apply to the Port Commissioners for permission. Any check on the employers as demanded by the workmen without a corresponding check upon the workmen will lead to savings to the workmen out of the house rent allowance and hence encourage them to apply for permission for overcrowding of the quarters against the interest of their own health. I accordingly direct that where the employers force more employees to live in a unit quarter than its declared capacity, i.e. one worker living with family or two workers living without family, all the workers shall be entitled to house rent allowance which they would be entitled to if they were not provided with quarters, after deducting the declared value of the accommodation from the house rent allowance payable to them in the ratio 2 (for a worker living with family) to 1 (for a worker living without family). This may be expressed in the form of a formula—if a unit quarter is in occupation of F workers living with family

and S workers living without family, the workers shall be entitled to the house rent allowance according to the following formula:

(i) A worker living with family—Rs. 10 — 2	Rs. 10
	2F plus S
	Rs. 10
(ii) A worker living without family—Rs. 5	2F plus S

#### ISSUE NO. V IS DISPOSED OF ACCORDINGLY

12. Lastly, during my inspection, my attention was drawn to quarter No. 23-EJC T Block which was a tin shed and was claimed by the worker to have been built by him with his own materials on Port Commissioners' land. The complaint was that the man occupying the quarter, otherwise entitled to house rent did not get any house rent allowance. It was not made clear when he constructed or since when the worker has been living there. Prior to April 1951 many workers built their own hutments with their materials on Port Commissioners' land. The Port Commissioners recognised the hutments constructed before April 1951. The occupants of such hutments were paid such house rent allowance as they were otherwise entitled to after deducting As. -/4/- per mensem as ground rent for the Port Commissioners' land. To discourage construction of such hutments the Commissioners refused house rent allowance to those who have constructed such hutments for themselves after April 1951. These grievances of the workmen are outside the scope of the present adjudication.

#### ISSUE NO. VII : AVENUES OF PROMOTION FOR CLASS IV EMPLOYEES

1. The grievance of the workmen is that for want of a definite scheme for promotion in the establishment of the Calcutta Port Commissioners, Class IV employees stagnate for major portion of their service, and some for the entire period of their service, in the Class IV grade. They urge that by way of impetus to them and an incentive to increase their efficiency, a definite scheme of promotion should be provided for each and every category of workmen. The demands of the workmen represented by the three unions as formulated in their respective written statement may be summed up as follows:

- (i) Recruitment shall be in the lowest grade and vacancies in the higher grades shall be filled up from among the existing staff. (Calcutta Port Shramik Union).
- (ii) Training facilities, both practical and theoretical should be provided to enable workers to equip themselves for jobs requiring higher skill, technical knowledge and literacy. (Calcutta Port Shramik Union).
- (iii) As promotion to higher posts is dependent on vacancies with the result that promotion of efficient workers are held up for dearth of sanctioned posts in the higher grades, the number of higher posts must bear a fair ratio to the posts in lower grades. The number of higher grade posts must be at least 50 per cent. of the lower grade posts. (National Union of Port Trust Employees).
- (iv) Promotion to the higher grades should be assured to the workers after a fixed period of satisfactory service in the lower grade. (Calcutta Port Commissioners Workers Union).
- (v) Want of theoretical knowledge and deficiency in English language should not stand in the way of workmen with experience and efficiency getting into the higher supervisory cadre, Class I and Class II. (National Union of Port Trust Employees).
- (vi) Seniority shall be the guiding principle except for selection for jobs requiring higher or extra skill. (National Union of Port Trust Employees).

2. In reply, the Port Commissioners state that there is no bar to promotion for deserving people and that as a rule, vacancies in higher posts are generally filled up by promotion from the lower cadre according to seniority cum suitability, and direct recruitment is resorted to only when suitable men are not available from among the Commissioners' employees in the lower grades. Seniority cum suitability is the rule for promotion for the generality of the higher posts. Selection is made only in respect of some special posts requiring extra merit. 20 per cent. of the lower division clerical posts are open to the members of the Class IV staff who are either matriculates or have completed 10 years' continuous service and have passed the departmental test. Creation of posts must have relation to the volume of work, and posts are created on this principle. It is only when the senior most man fails to qualify for promotion, the claim of the next senior most man is considered. Cases of supersession are rare and do not occur without sufficient grounds.

3. A preliminary objection has been raised that promotion being an exclusive management function is not an industrial dispute. The maxim that promotion is an exclusive management function must be understood in the context that the management is sole judge to decide eligibility for an individual employee for promotion. It does not exclude the jurisdiction of

the Tribunal to lay down rules and principles for guidance of the management in the matter of promotion.

4. Both parties adduced both oral and documentary evidence in support of their respective cases and at the hearing the unions elaborated the demands. I shall discuss these demands later.

5. Promotion was not altogether unknown to Class IV employees under the Calcutta Port Commissioners. A short resume' of the activities of the Port Commissioners and their scheme for carrying out these activities may be a little relevant. The establishment of the Calcutta Port Commissioners, comprising as it does, a variety of activities directed not only to quick turn rounds of vessels but also to their easy navigation, safe piloting to and from the port, their moorings, their general safety, has an elaborate arrangement for loading and unloading with manual labour and mechanical devices, a fleet of dredging and piloting vessels, and moorings and lighting arrangements. To minimise congestion on the quay side and to facilitate movements of cargoes from the warehouses to the jetties and from the jetties to the warehouses, railway wagons with locomotives and railway tracks have to be maintained. There are workshops for maintenance and repairs of wagons, locomotives, vessels, Buoy and the cranes belonging to the Port Commissioners. These workshops have been divided into several units according to the nature of work undertaken which are called shops. In the interest of work of the Port Commissioners, attempts are being made to provide quarters to the employees within easy access of their place of work and so far as Class IV employees are concerned this objective has made a substantial progress. Necessarily the authorities have to make arrangements for the welfare of the employees, their medical treatment and general hygiene of the port area and for guarding the properties of the Port Commissioners and their employees against loss by theft or fire. With the steady increase of the activities of the port, these works increased in magnitude, so much so that a central control was thought inexpedient, and in the interest of efficiency, the establishment has, with a view to facilitate administration, been broken up into a number of departments which have been placed in-charge of responsible qualified officers. These departments have again been split up for identical administrative reasons into sections, sub-sections and groups according to the varieties of works and their volume in the different departments. The following are the main departments under the Port Commissioners:

- (1) Secretary's Department including Welfare Section and the Police and the Anti-Corruption Section.
- (2) Medical including hospital, dispensaries and conservancy or health section.
- (3) Audit and accounts.
- (4) Stores.
- (5) Land.
- (6) Traffic including Railway and Fire Fighting Sections.
- (7) Deputy Conservator's Department including dredging, piloting, river survey and mooring sections.
- (8) Chief Engineer's Department including permanent way, silt pumping, water supply, buildings, roads and fencing sections.
- (9) Chief Mechanical Engineer's Department including maintenance, repairing and operational sections.

6. The grade Rs. 30-½-35 is generally the recruitment grade for Class IV employees. There are several higher grades for Class IV employees with the maximum of Rs. 60/-. In between the clerical grades which start with Rs. 60/- and which have been placed in Class III, there is a grade in Class III a little lower than the lower clerical grade, which may be called "semi clerical grade." With the exception of the Secretary's Department and the Accounts Department, there are a number of semi clerical posts in all the Departments. As I have already observed, promotion was not altogether unknown to the Class IV employees under the Port Commissioners. I noticed during my inspection as also during the hearing that the unskilled workers have risen to the skilled grade Rs. 40-60 and even to the grade Rs. 60-75 and Methars have risen to the grade of Jamadar on the scale Rs. 55-85. I need not enumerate all the cases of promotion that I have noticed.

7. As already stated, the establishment of the Calcutta Port Commissioners has been broken up, for administrative reasons, into departments, sections and sub-sections and groups. Promotions of Class IV employees have hitherto been generally confined within their respective groups which did not require further break up. These groups are called units. A unit may be a department or a section of a department or a sub-section under a section or even a sub-group under a sub-section. This was the outcome, as I could understand, of negotiations with the unions, and in fact all the three unions did not agree to my proposal to replace the existing system of unit-wise promotion by a system of department-wise promotion for the Class IV employees. I may note here that during the hearing wherever a union found

that unit-wise promotion was less favourable to a category of workmen who are its members than what would have been if the promotion was department-wise, the union readily agreed to replacement of the unit-wise promotion scheme for that particular category by a scheme of department-wise promotion, but such alterations were opposed by one or the other of the other two other unions on the ground that such alterations would reduce the benefits of promotion available to the staff of the other sections within the department. Ultimately, the unions did not very seriously dispute the scheme of unit-wise promotion. A change in the scheme of unit-wise promotion may accelerate promotion to the workmen of some units or even open new avenues of promotion for workmen of some other units but at the same time may retard the promotion of workmen of the same category employed in some other units and may thus create unrest among the workmen last mentioned, inasmuch as the prospect of promotion which they had hitherto been enjoying would be considerably reduced. In this view of the matter, I do not propose to alter the existing system abruptly. So far as the engineering jobs are concerned there may be an additional practical difficulty. As engineering jobs differ from shop to shop, the scheme of department-wise promotion will hardly be of any avail to those workmen for whose benefit such alteration is intended, for the workmen of a particular shop may not pass through the test prescribed for a higher job in another shop. However, in some cases, with the consent of both parties I have enlarged the field of promotion by combining two or more units of the same department, and in some cases by combining all the units of a department.

8. Before I proceed further, I propose to discuss seriatim the demands as formulated in the pleadings filed by the Unions on behalf of the workmen. As regards the first demand, the Commissioners appear to have adopted the principle of recruitment of workmen in the lowest grade and filling up vacancies in the higher grades generally by promotion from among the existing employees. Direct recruitment to higher grade posts is resorted to only when suitable men are not available from the lower grades. This practice shall continue.

9. About the second demand which relates to training of workmen for higher job requiring higher skill, technical knowledge and literacy, the Commissioners have no regular and well defined scheme and I do not feel myself called upon to direct any elaborate scheme for training of the workmen as demanded. The unskilled workers are attached to semi-skilled and skilled workers, and they have hitherto been found to profit by such practical training. In this connection it may be pointed out that the unions complained that the workmen were made to do higher jobs. That the workmen occasionally do higher jobs cannot be denied. Although the officers incharge of several departments have categorically denied to have ever given any direction to employ the workmen for jobs other than those they are intended for, I do feel that the practice of employing workmen for higher jobs obtains on a mutual understanding between workmen concerned and the semi-skilled and skilled tradesmen to whom they are attached and with the connivance of the officer incharge. This practice ultimately ensures to the benefit of the workmen. During my inspection I noticed an unskilled worker Suklaik Ram, working as a holderman in cold rivetting at the axle of a wagon. Two rivetters Narendra Mandal and Ram Prakash were standing by. On being questioned by me as to why an unskilled worker was going the job while the skilled workers were standing by, the rivetter Narendra Mandal replied that the unskilled workers were allowed to work as rivetter to learn the work. Had it not been for the benefit of the workmen, I would have stopped the practice. Any demand for discontinuance of the practice would be, in my opinion, suicidal to the workmen themselves.

10. Demands (3) and (4) are found, on an ultimate analysis, to be a demand for creation of additional new posts of higher categories. In support of these demands it has been urged at the hearing on behalf of the workmen that under the issue "Avenue of promotion for Class IV employees", this Tribunal has jurisdiction to direct creation of new higher and supervisory posts, enlargement of the existing cadre of the higher and supervisory posts and increase of the scales of pay of workmen for whom no promotion can be provided. I cannot persuade myself to agree with the learned representatives of the workmen. In my opinion, the issue has got to be decided on the existing strength of employees of different categories in different grades of pay subject to such revision of pay as have been awarded under Issues 1 and 2. Besides, in view of the established principle that the management has the exclusive jurisdiction to decide the size of its labour force including the supervisory staff, the third and the fourth demands of the workmen cannot be acceded to. The demands for increase of pay scales for workmen who have no normal avenue of promotion was a new development at the hearing not covered by the demands formulated in the pleadings. All industrial disputes must be looked into not subjectively in the interest of the employees or of the employers but objectively in the interest of the industry. In the absence of any definite evidence about requirements of the undertaking for higher jobs, I cannot accede to the workmen's demands for creation of new jobs of higher categories or enlargement of the existing cadre of higher posts. In the absence of any positive convincing suggestion to the contrary, it must be presumed that the number of posts of different categories and grades is commensurate with the requirements of the undertaking and do not admit of any increase simply on the ground that promotion should

be assured to the workmen on completion of a fixed period of satisfactory service or promotion of the workmen to higher post should be eased and accelerated. An estimate of the Tribunal about the size of labour force for different types of jobs can hardly be expected to be correct, and any attempt on the part of the Tribunal in this direction is likely to lead to serious complications which may materially affect the industry. It is true that if the management works with less hands than necessary, the strain on the workmen is likely to increase and they may even be denied daily recess, weekly rest and annual holidays with the result that the workmen would lose their efficiency. But even in such cases the Tribunal, if so required, may only redress the grievance of the workmen by prescribing daily recess, weekly rest and annual holidays, but the management, and not the Tribunal, is to adjust the labour force in such a way that the benefit awarded may be available to the workmen under normal circumstances.

11. I shall now discuss the validity or otherwise of the demand of the workmen for increase of the pay scales where there is no normal avenue of promotion. This demand offends the fundamental principle that wages represent the value of a job and not of a man doing the job. Any increase in the pay scales of workmen in a particular section or department is likely to create unrest among workmen of comparable categories in other sections or departments doing identical jobs, even if such increase is granted on the ground that the workmen have no normal avenue of promotion. In this view, this part of the workmen's demand is also untenable.

12. All these demands are prompted by personal interest of the workmen divorced from all considerations about the industry. I cannot accede to these demands of the workmen not only on jurisdictional ground but also on ground of expediency.

13. Demand 5 relates to promotion to Class I and Class II posts. For promotion to Class I and Class II posts, Class IV employees have to pass through Class III grades and any direction for promotion to Class I and Class II posts will in effect be a direction for promotion for Class III employees. This is outside the scope of the present issue and cannot hence be entertained.

14. The next and the last demand is that seniority shall be the guiding principle for promotion except for jobs requiring higher or extra qualifications. This demand may be accepted as a general rule of a workman's normal promotion with this modification that normal promotion should go to the seniormost man in the lower grade provided he is found suitable.

15. The demands of the unions for the workmen as elaborated at the hearing may be classified under three broad heads:

I. Creation of posts;

II. Increase of pay scales; and

III. Alteration in the existing scheme of work or in the existing scheme of promotion.

16. I. *Creation of Posts.*—The demand of the unions under this head for workmen in different departments may be indicated in a tabular form:

I. Department	II. Posts to be created.
(1) <i>Department : Secretary.</i> Section : Chief Auditor & Accounts : Do. Welfare Do. Police & Anti-Corruption	Semi skilled posts for promotion of Class IV employees as in other Departments. Head Line Watchers. Additional posts of Jamadars.
(2) <i>Department : Medical :</i> Section : Medical  Do. Health :	(a) Three Sirdars for stretcher bearers and head cooks for the cooks. (b) Additional Head Sweepers and Additional Head Attendants. (a) One Mate for 12 workers (Methars and Sweepers etc.) (b) One Jamadar for 3 Mates. (c) Four Head Jamadars.
(3) <i>Department : Stores</i>	(a) Groups Incharge for porters. (b) One Mate for 12 porters.



I. Department	II. Post to be created
(4) <i>Department : Traffic :</i>	
Section : Fire Fighting Service . . .	Increase of post of Senior Leading Firemen from 1 to 3.
Do. Railway Transportation . . .	(a) Four Head Cabin Jamadars. (b) One Jamadar for 3 Yard Porters. (c) One Head Jamadar for 15 Jamadars. (d) Increase of the number of Cabin Jamadars from 32 to 45. (e) Leave reserves for all categories of workmen. (f) Additional posts of all categories (25% of the existing strength).
(5) <i>Department : Deputy Conservator.</i> . . .	(a) Two Tindals in each vessel. (b) A post of Cassab in vessel Water-witch. (c) Two Serangs for each of the tugs Stalwart and Sturdy in place of the Tindals. (d) Dock Serangs for all Hopper Barges as in Hopper Barges I to IV. (e) Two Divers in place of the Laskars in the Heave-up Boats.
(6) <i>Department : Chief Engineer :</i>	
Section : Permanent Way . . .	(a) A cadre of senior waymen. (b) One additional Mate in each Gang. (c) One Head Pumping Mistry for two mistries.
Do. Water Supply . . .	(a) Four Head Trolleyman. (b) Increase of the posts of Vicemen. (c) Sirdars for such categories of workmen in all the Departments as have no avenue of promotion to be created for promotion in a common pool.
All Sections : . . .	

17. This demand of the workmen considered against the background of what I have already observed cannot be entertained. However, in view of the letter No. 6612/5/C.S.(Secretary's Office), dated the 25th July 1955 [Ex.W. 21(a)] in which it has been clearly said that the Chairman is prepared to recommend that a special pay of Rs. 5/- p.m. should be paid to those porters, who actually carry out the duties of Group Porters Incharge, the demand for Group Porters Incharge deserves consideration. It has been made clear in this letter that these men will be selected by the Controller of Stores on the grounds of suitability and merit. I am told that the allowance which was being paid to Group Porters Incharge has been discontinued. Although I am not in favour of creation of a cadre for Group Porters Incharge, I direct that the allowance may be revived and the number of posts carrying such allowance shall be fixed by the Controller of Stores according to his requirements and these posts shall be allowed to the porters according to suitability and merit cum seniority.

#### 18. II. Increase of Pay Scales:

Department	Categories for whom the demand is made
Secretary and Chief Auditor and Accounts.	All Class IV employees, if semi clerical posts are not created.
Department : Secretary :	
Section : Chief Valuer and Surveyor and Land Manager.	Chainman.
Department : Deputy Conservator . . .	(a) The post of Second Seacunny which is considered as a promotion post for a Laskar. (b) Three grades of Laskars in the vessels, Guide, Path Finder and Water-witch should be abolished by upgrading the two lower grades.

19. This demand of the workmen is not tenable in view of what I have observed above. However, I may point out some anomalies which I feel about the pay scales of the Chainmen under the Chief Valuer and Surveyor and the Land Manager and of the Head Durwan under the Secretary and I leave the matter to the discretion of the Port Commissioners to revise the pay scales for these two categories of workmen. The minimum qualification for a Chainmen, as I understand from the statement about the duties and qualifications for different categories of workmen filed by the several departments, is that a Chainman must have knowledge in English so as to read tapes and numbers and must be able to help the Surveyor to gauge lines, to measure distance with chain, tape, etc. Undoubtedly these Chainmen should not be classed with the unskilled workers for whom no qualification is insisted. They deserve upgrading. My recommendation is for all Chainmen performing identical duties, in whatever departments or sections they may be. The Head Durwan under the Secretary's Department is on the scale Rs. 34- $\frac{1}{2}$ -39. It is a promotion post for Second Durwan who is on the scale Rs. 30- $\frac{1}{2}$ -35. A special allowance of Rs. 5 p.m. for additional responsibility is attached to the post of Second Durwan. Apparently by promotion to the post of Head Durwan, the Second Durwan is peculiarly a loser. It stands to reason that the pay scale of the Head Durwan should either be increased or some special allowance for additional responsibilities should be attached to the post so that the total emoluments of the Second Durwan are not only protected but also some pecuniary benefit is assured to him.

20. III. *Alteration in the Existing Scheme of work or in the Existing Scheme of Promotion.—Department—Medical: Section—Health.*—Class IV conservancy staff has been divided into two groups. Methars, sweepers, Domes, drainmen, etc. constitute one group. They are on the scale Rs. 30- $\frac{1}{2}$ -33 and their total strength is about 900. They have for their promotion 30 posts of Jamadar in the semiclerical grade Rs. 55-3-85 besides 4 posts of keymen, fitter, mason and carpenter in four different grades with the minima varying from Rs. 37 to Rs. 44 and the maxima from Rs. 44 to Rs. 60. The other group consists of oilmen, rat men and road washing mazdoors numbering 29 in all on the scale Rs. 30- $\frac{1}{2}$ -35. They have for their promotion 10 posts of literary Jamadars in the grade Rs. 55-85, besides 4 intermediate posts of inoculation assistants in the scale Rs. 32-1-36 and 16 posts of Mates on the scale Rs. 40-2-60. The second group has undoubtedly better prospects of promotion than the first group and this has been a source of discontent among the first group. We are told by the Health Officer who has been examined as a witness, that the two groups are water-tight compartments.

21. For a clear appreciation of the position, a short history as to when and how the second group came into existence may be of some importance. In 1949 when the people of Calcutta including the port area was threatened with the Plague epidemic, the Port Commissioners in their wisdom, decided to take precautionary measures against the epidemic. At that time there was a good number of half literate unemployed youngmen among the refugees from East Pakistan who were willing to do the jobs on the scale of Rs. 30-35. Appointments were made from among them. Their duties were quite different from that of the members of the first group. The posts of Inoculation Assistants which were existing from before were only thrown open as promotion posts for the Ratmen, Oilmen and Road Washing Mazdoors. The posts of Mates were created partly for supervising the work of these workers and for keeping daily records of such works, and partly for supervising clearance of garbage and for keeping proper accounts of the tonnage and the number of trips for which the Port Commissioners are paid by the Calcutta Corporation by the tonnage. The work of clearing garbage was previously done by contractors' labour. The contract system having since been abolished, the Port Commissioners have been utilizing the services of their own workmen for the work. Various suggestions were thrown out at the hearing about amalgamation of the two groups. The suggestions were either for abolishing the post of Inoculation Assistants or for finding out a new avenue of promotion for them or for upgrading them to the status of the Mates. The posts of Inoculation Assistants which had been existing from before and whose duty is to assist the Vaccinator cannot be abolished. No alternative avenue of promotion could be suggested for these Inoculation Assistants. The Inoculation Assistants and Mates were previously on the same scale of pay but in 1955 the Mates whose duty was considered much more onerous and responsible were upgraded. Extension of the grades of the Mates to the Inoculation Assistants will tend to revive the old grievance of the Mates. Shri Moltra of the National Union agrees that the workers of the first group, viz. Methars Sweepers, Domes, etc. are not suitable for the job of Inoculation Assistants nor would they like the job either.

22. The question whether parity between the two groups is possible was discussed for about two days but no practical solution could be suggested. The duties of the workmen are quite different from each other. Instances of disparity in the service conditions including promotion between two comparable categories of employees in the same department are not rare. All such disparities cannot be removed. Workmen must submit to the conditions of service to which their initial choice of jobs has led them, and cannot be permitted at a later stage to make a grievance of such disparities by way of rectifying their own error of choice. The nomenclature of the highest posts of promotion is very

often responsible for such a discontent. In the fitness of things where differences of the two groups are quite different, the promotion posts of the two groups should be given different designations.

23. Shri Moltra has ultimately suggested that some of the Jamadars of both the groups who are being employed at the moment for clerical works may be transferred to the clerical cadre and new appointments may be made in the resultant vacancies. In the absence of any suggestion to the contrary, it must be presumed that these Jamadars have temporarily no work and that the authorities are employing them in some other works instead of retrenching them. If this is a temporary arrangement, it should not be interfered with. If this is long term arrangement, it must be presumed that they are surplus to requirement. I cannot direct additional appointments, where such additional appointments are considered surplus to requirement.

24. *Traffic Department.*—The demand is for increase of the number of leave reserves. In the Traffic Department there is provision for leave reserves and I am told that this provision is adequate. Leave cannot be demanded as of right but must depend upon exigencies of work of the department. Even if the number of leave reserves are increased the number of such leave reserves cannot be sufficiently large to meet seasonal leave applications which are sometimes very high. Where there is no leave reserve or where the leave reserves are not considered quite adequate, leave vacancies in the higher posts are filled up from amongst the staff in the lower grades and the resultant vacancies in the lowest grades are filled up by temporary appointments. This scheme is considered very helpful for the training of the workmen for higher posts and I am not inclined to direct any change in the scheme. It was complained that officiating appointments during temporary vacancies of higher grades are not remunerated unless such appointments are continuous and are for a minimum period of 30 days. This is indeed very hard for a workman who may officiate in the higher grade for even 28 or 29 days and may go unremunerated. This question is incidental to temporary promotion. The workmen will continue to get their officiating allowance for their officiating service in the higher grades for continuous periods of 30 days or more as they have been getting now. To remove the hardship I direct that officiating service for broken periods not less than 10 days at a stretch shall be adjusted and paid for every complete period of 30 days according to the existing scale at the end of the year. Officiating service in casual leave vacancies shall be excluded. This rule shall apply to all the departments under the Port Commissioners.

25. *Deputy Conservator's Department.*—It was urged that all the Launches, Hopper Barges, Heave Up Boats, Anchor Vessels, Pilot Vessels, Jolly Boats and Motor Jolly Boats have been placed in charge of two groups of workmen—Pakistani Nationals and Indian Nationals (Ex. Rangoon). The I.W. Trainees who occupy at present the lowest position in these vessels have very little chance in the near future to occupy responsible positions in these boats and to have the full benefit of marine training assured to them. Shri Moltra demands that some of these boats should be exclusively placed in charge of the I.W. Trainees and a separate seniority list may be maintained for them. In the alternative he claims that a substantial portion of the higher post should be reserved for these I.W. Trainees. I.W. Training started in 1948 and the first batch of trainees came in 1952. There is a common seniority list for the Pakistani Nationals, Indian Nationals (Ex. Rangoon) and Indian Nationals (I.W. Trainees). I need hardly mention that before independence of India only the people of East Bengal were available for marine service. On the day of independence of India the total strength of East Bengal employees under the Deputy Conservator was 3,800. I am told that on 4th September, 1957, the number came down to 1,500. The State policy is to treat all alike without any discrimination. Any change in the distribution of boats or higher posts as demanded is likely to create dissatisfaction among Pakistanis and the Ex. Rangoon crews. The I.W. Trainees are junior both to the Pakistani and the Ex. Rangoon crews. Besides, not knowing whether they have acquired sufficient training and experience within this short period to be in charge of responsible posts in the marine service, I cannot accede to the demands of the unions for the I.W. Trainees. It may be noted that the Commissioners are alert to the interest of the I.W. Trainees and I may mention that at least one of the vessels 'VETKEE' as I have noticed, is manned entirely by I.W. Trainees.

26. I have considered very carefully the materials placed before me and I have prepared a chart indicating promotions of different categories of Class IV employees under the Port Commissioners in different Departments. I have discussed only those points on which I could not agree with the unions, and I do not propose to discuss the points which I have accepted and have incorporated in my Scheme. *Appendix II* is a list of Class IV employees employed in different departments of the Port Commissioners and *Annexure III* a chart indicating their promotion. This chart was prepared by me in consultation with the representatives of the parties across the table. In course of hearing a number of workmen made a personal grievance that they had been superceded. I am not called upon to consider the personal grievance of the individual workmen. I am only to lay down a general scheme of promotion for Class IV employees under the Port Commissioners in all their Departments. There was some divergence in the principles adopted by the

different departments in regulating promotion of the employees in the respective departments and this divergence in the principles was possibly responsible for most of these personal grievances.

27. With a view to bring in uniformity in all the departments under the Port Commissioners, I lay down the following rules:

- (a) Promotion shall be unit-wise except where otherwise is indicated.
- (b) Vacancies in higher grades shall be filled up from among the lower grades. Direct recruitment to the higher grades may be resorted to only when suitable persons are not available from among the workmen in the lower grades.
- (c) Promotion shall conform to the chart annexed to this award (ANNEXURE III) which is a part of this award. Promotion to a post shall be from the grade just below; and the claim of workmen further down shall be considered only when a suitable man is not available from the grade just below.
- (d) Whenever there is any vacancy or any prospect of vacancy in the higher grades, applications shall be invited from workmen of lower grades by a general notice fixing the date of the prescribed test according to the existing practice, if any, posted at some conspicuous place at different exits in good time before the date on which the test is to be held. A copy of such notice shall also be pasted on the Notice Board of the Recruiting Office. The total number of candidates that may be permitted to take the test shall be selected according to seniority and shall not exceed six times the total number of vacancies.
- (e) The existing practice of holding tests to determine suitability of persons for a job shall continue. For fixing the standard of efficiency I make the following recommendations as a guidance:
  - (i) Standard of efficiency shall be just commensurate with the requirements for the job and shall not be placed too high.
  - (ii) For promotion to jobs which are allied to the jobs held by a workman, the standard shall be the normal efficiency required for the original job plus such efficiency as a workman of similar education and qualification is normally expected to acquire by experience having regard to the nature of the job he has been performing.
  - (iii) Extra efficiency i.e. more efficiency than what is required for the promotion job shall not by itself entitle a person to preferential treatment over the senior persons. Such extra efficiency may be recognised at the proper time by higher promotions requiring such extra efficiency.
- (f) If at a particular test more workmen than what are required are found suitable for a job, those who could not be taken in at the time shall be placed in a waiting list in order of seniority and shall be called upon to fill up vacancies as and when they crop up in future. A list of successful candidates indicating the names of those who have been taken in and of those who are in the waiting list shall be pasted on the Notice Board of the Recruiting Office.
- (g) A workman once passed over shall not be debarred permanently for promotion. He may be admitted to a subsequent test and if he passes the test, he will be considered for promotion only after all the persons who had passed the previous tests as well as those who are senior to him and have qualified at the subsequent test have been absorbed.
- (h) A person found suitable for more than one post may accept or refuse in writing one of these posts when it is vacant and his turn comes. In the case of refusal, he forfeits his claim for promotion to that cadre and his name shall be removed from the relative waiting list. He shall, however, be eligible for promotion in the other cadre or cadres for which he has been found suitable and the same procedure shall be followed there.
- (i) If no suitable man is available for a job or if a job is refused by workmen, the vacancy shall be filled up by direct recruitment.
- (j) Except for selection posts, in a competition between two or more workmen qualifying in the test, the higher job should go to the seniormost man who has qualified at the test. For selection posts requiring extra qualification, suitability of a person for the job shall have priority over all other considerations.
- (k) For ascertaining comparative seniority among workmen for the purpose of promotion, the following rules shall be observed:
  - (i) In comparable grades (i.e. grades with similar scales of pay) from which promotion is provided to one higher grade, the date of confirmation in the grades shall be the determining factor.

- (ii) In two different grades (i.e. with different scales of pay) the man in the higher grade shall be considered senior.
- (iii) In the case of (a), a combined seniority list shall be maintained.
- (l) Workmen who have no normal avenue of promotion may seek transfer to suitable jobs within the department in the recruiting grade for which promotion has been provided. For the purpose of seniority for promotion, the date of his transfer to the new job shall be the determining factor, and his pay shall be re-adjusted accordingly. For such transfer, the workman shall have to go through the test prescribed for the transferee job.
- (m) Rule (l) shall not apply to workmen who are transferred from one unit to another or from one department to another in the interest of Port Commissioners' Service. In such cases, their original seniority and emoluments shall be protected.
- (n) If any section or unit of any department is transferred to another department, or is amalgamated with another section or unit of the same department or of a different department, the seniority and pay of the workmen transferred shall be protected.
- (o) For vacancies in higher posts which have to be filled up at short notice e.g. cooks and butlers in vessels, a panel shall be maintained from among the existing employees after proper test and the vacancies shall normally be filled up from the panel. This will minimise the necessity of direct recruitment.
- (p) If any semi-skilled job or skilled job Grade II has no avenue of promotion in any unit, the C.M.E. or the C.E. shall consider the claims of the incumbents of such jobs for promotion in other units of their respective departments if suitable men are not available in the units to which the promotion jobs relate. If no such promotion is available within the department of C.M.E. or C.E. as the case may be, the names and particulars of such incumbents shall be sent by C.M.E. to C.E. for consideration or *vice versa* as the case may be.
- (q) Where a special allowance for extra duty or other considerations is attached to a post held by a workman of a particular grade, the said post shall be allotted either by rotation to all workmen in the grade according to suitability, or to the seniormost workman in the grade according to seniority *cum* suitability e.g. 5 posts cook service boys, 5 posts of vendors and 4 posts of line watchers in the Welfare Section, one post of cook, one post of watchman and one post of Jamadar in the section of the Police and Anti Corruption, two posts in the Petroleum Wharf under the Traffic Department. Such allotment shall be department-wise or unit-wise according as the promotion of the workmen concerned is department-wise or unit-wise. Whichever of the two alternative suggestions is accepted by the Port Commissioners, it must be applied to all units uniformly. Any workman declining to shoulder the additional responsibility shall be passed over, but his seniority for the purpose of normal promotion shall not be affected.
- (r) The post of Second Seacunny in Deputy Conservator's Department is a post for training for higher tests in Marine Service. Wherever such post is provided, it shall be given to the Lascars by rotation to give opportunities to a greater number of Lascars to qualify for the test for higher jobs.
- (s) 20 per cent. of the vacancies in the Lower Division clerical grades occurring within a year shall be open to the Class IV employees who qualify for promotion after test. Only those who have put in 10 years' continuous service or are matriculates will be eligible for such tests.
- (t) If a suitable man is not available from Class IV employees for the semi-clerical posts where such posts are provided, the claims of Class IV employees in the departments of the Secretary and the Chief Auditor and Accounts may be considered.
- (u) The existing practice in the Secretary's Department of transferring the promotion posts of Head Peon to the man entitled to such promotion without disturbing him shall continue and the practice may be extended to other departments in respect of department-wise promotions provided the practice is not considered to affect efficiency of the department.
- (v) All grievances relating to promotion shall be decided by the Head of the Department and an appeal will lie from decision of the Head of the Department to the Chairman, Port Commissioners, Calcutta.

28. I need hardly mention that most of these principles were settled after full discussions with the representatives of the parties.

29. The departments, the units in each department and the categories of Class IV employees in each unit are numerous. I have attempted to include all the Class IV employees under the Port Commissioners in the scheme I have proposed. If there has been any accidental omission, such omission is regretted and I hope that the authorities will deal with such categories as have been omitted in the light of the principles I have laid down. If there exists any additional avenue of promotion for any category of Class IV employees, which has not been covered by the scheme of the present award, such avenue shall continue to be available to all employees of the category under the existing conditions as if the avenue and the conditions have not been disturbed by the award.

#### ISSUE NO. VIII.—APPOINTMENT OF A LADY DOCTOR IN THE HOSPITAL

1. The Port Commissioners have a fairly generous scheme of medical relief for their employees and members of their families. A number of female patients are attended at the Dock Hospital, Dock Dispensaries and Remount Rode Hospital. Some of them are themselves employees under the Commissioners and some are family members of employees. There is however no lady doctor. There are female nurses and female attendants, and female patients are examined by male doctors in the presence of female attendants.

2. The unions demand that lady doctors should be appointed for treatment of female patients and in support of this demand, the Calcutta Port Commissioners' Workers' Union submits that according to social custom, examination of female patients by male doctors is considered shameful and that female workers are reluctant to be examined by male doctors. They, as the unions state, have to submit reluctantly to such examination only in serious cases, preferring to remain unattended in most cases. The demand is opposed by the Port Commissioners who contend that examination of female patients by male doctors for Obstetrical and Gynaecological conditions is within the scope of medical ethics and that in advanced countries as also in the local Government, there is no distinction between male and female doctors. Not only in the city of Calcutta but also all over India, Obstetrical and Gynaecological sections of all educational institutions with their attached hospitals are mostly staffed by male doctors. Dr. Biswanath Mukerjee, Registrar of the Dock Hospital (EW-5) who has been examined as a witness before me reiterates the contentions of the Port Commissioners as stated in their written statement.

3. In these days of social progress, the demand for appointment of lady doctors on the grounds set out in the union's written statement is rather unusual. One of the unions, with a view to justify its claim threw out some vague suggestion to Dr. Mukherjee in his cross-examination that there had been some complaints in the past against two of the Commissioner's doctors. If really there had been any such complaint, the union should have given positive evidence about the complaint and should have substantiated the complaint if there was any. Even if there had been any such complaint and if there was any truth in such complaint, the doctor concerned was liable to severe disciplinary action. Such stray cases cannot justify any deviation from the general practice.

4. The demand of the unions must be examined in the light of medical ethics, prevalent practice, extent of Commissioners' obligation, daily average number of female patients at different centres and expediency of the scheme. The sworn testimony of Dr. Mukherjee is that examination and treatment of female patients by male doctors does not offend the medical ethics. He is not aware of any rule either in the Calcutta Medical College Hospital or any other hospitals that female patients are to be examined and treated exclusively by female doctors. This evidence stands un-rebutted. It cannot be disputed that according to the practice prevalent in major hospitals of the country, female patients are examined and treated by male doctors.

5. A healthy wage structure provides for medical treatment. This is clear from the estimates of minimum subsistence wage given by different experts, and I may in this connection refer to the National minimum wage standard for a workers's family of four persons given in the book entitled "Working Class in India" (3rd Edition at page 207). Following the report of the Health Survey, Tribunals have decided that medical facilities of the people in general are responsibilities of the State and that the employers are required to make special arrangements only where there is a risk of the employees contracting some disease peculiar to the industry or where the employees, by reason of their employment, have to live in a place where they cannot get medical facilities arranged by the State for the people at large. (All India Bank disputes decided by a Special Bench of the Appellate Tribunal). The Port Commissioners scheme for medical treatment of their employees is, as I have already said, fairly generous. Generous employers cannot be compelled to be more generous.

6. The following table will give some rough idea about the daily average number of female patients that are attended at the different centres:

## FEMALE PATIENTS ATTENDED FROM DECEMBER 1956 TO FEBRUARY 1957

	All kinds		Gynaecological cases	
	Total number during three months.	Daily average	Total number during three months.	Daily average.
Dock Hospital . . . . .	2972	33.03	364	4.04
Remount Road Hospital . . . . .	2095	23.27	73	1
Dock Dispensaries . . . . .	913	10.14	22	24

7. The daily figures are not, in my opinion, calculated to provide adequate work for a lady doctor in all the different centres. No suggestion was thrown out to Dr. Mukherjee in his cross examination as to how many patients can be attended to by a doctor in a day. The Unions should have substantiated that the work at each centre is sufficient to justify at least one lady doctor.

8. Even assuming that there is adequate work for a lady doctor in the Dock Hospital and the Remount Road Hospital, the appointment of a lady doctors is likely to create complications, viz., once a lady doctor is appointed for the female patients, they will refuse to submit to examination and treatment by a male doctor and when the lady doctor is absent, the female patients will go unattended and this unhappy position is likely to disturb peace in the industry.

9. Viewed from all different stand points, I am unable to stray away from the general practice in the country and to concede to the demand either on the merit or on grounds of expediency.

## ISSUE NO. IX.—EXTRA ALLOWANCE FOR WATCHMEN WORKING ON HOLIDAYS

1. Prior to 1952, watchmen attached to different sections were under the controlling authority of the respective sections and were not transferable from one section to another. This system led to some little divergence in the conditions of employment on holidays which was dependent on the discretion of the controlling authority based on requirements of the section. The watchmen of the Tea Ware House under the Traffic Department were allowed from 1st October, 1951 compensation for work on paid holidays at the rate of 1/208 of their monthly gross pay per hour. This compensation was not available to other watchmen. In 1952, the Watch and Ward staff was re-organised and all watchmen were brought under one single control viz. the Police Liaison Officer since when they were liable to transfer from one section to another. In spite of the unification of the control of the Watch and Ward staff since 1952, the anomalous position persisted till 1st January, 1955 since when all watchmen have been getting compensation at the rate of 1/240 of the monthly gross pay per hour for work on paid holidays. The watchmen who were attached to the Tea Ware House prior to the re-organisation were however allowed to retain the little benefit they had been enjoying.

2. The demands of the three different unions under this head suffer from a lack of uniformity except that they claim retrospective effect of their demands. The demands of the unions are indicated below:

Union	Rate of Compensation demanded	Date from which the compensation is to take effect
Calcutta Port Shramik Union	At double the ordinary rates of wages	1-3-51
Calcutta Port Commissioners' worker's Union	At one days' pay	From the date from which the Old Tea Ware House watchmen have been given the benefit
National Union of Port Employees	At the rate given to the old T.W.H. watchmen	From the date from which the old Tea Ware House watchmen have been given the benefit

3. The Port Commissioners have 19 paid holidays besides some unpaid holidays the number of which varies from year to year. Watchmen are monthly rated workmen. The conditions of their service demand that they should be on duty even on holidays. In the past watchmen were not getting any weekly rest days. But provisions of the Minimum Wages Act have since been applied to them by a notification dated the 15th March, 1951 and they have since been enjoying one day off every week. It is admitted that they were paid compensation for loss of weekly rest days in the past with effect from 1st April, 1951. Hence, the question of compensation for work on weekly rest days does not arise.

4. In course of the discussion before this Tribunal, the unions did not confine their claims to the paid holidays only. They urged that the workmen should be compensated for work on paid holidays as well as on unpaid holidays. I am told that the watchmen who were attached to the Tea Ware House in the past or even other workmen do not get any compensation for work on the unpaid holidays. No one has any right to sit idle on these unpaid holidays. Each and every employee is bound to work on unpaid holidays if exigencies of service demand. A workman can avail of an unpaid holiday only if the works of his department permit. The conditions of service of the Security Staff demand that they are to be on duty on holidays as well. They enter the Port Commissioners' service with their eyes open. There cannot be any uniformity about the nature and volume of work in the divers departments of such a big establishment under the Port Commissioners and slight divergence in the conditions of employment of the workmen in different departments is usual. It is a mere accident that some workmen are fortunate enough to enjoy unpaid holidays more than others. Such a piece of accidental good luck cannot be a condition of service of the workmen in general. Thus the demand for compensation for work on unpaid holidays cannot stand.

5. Coming back to the claim for compensation for work on paid holidays for the watchmen the existing rate is considered just and proper. The slight extra which the old Tea Ware House watchmen have been getting was due to erroneous calculation about the number of working hours in a month. The calculation appears to have been made on the wrong assumption that the pay of the watchmen was for 26 days. Such error should not be allowed to perpetuate. The number of the old Tea Ware House watchmen who are still getting compensation at the rate of 1/208 of their gross pay, I am told, is very insignificant. The Port Commissioners do not propose to withdraw the little benefit they have been enjoying. This may be retained as their personal allowance. There is absolutely no justification to introduce a similar error for the entire watch and ward staff. Any revision of the allowance of the watchmen in general without any justifiable grounds only to bring them at par with a negligible section is likely to have serious repercussion in the industry and to create discontent among the other workmen.

6. The next question is whether the watchmen other than the old watchmen of T.W.H. are entitled to compensation for work on paid holidays from the date from which the old Tea Ware House watchmen have been getting the benefit. All wrongs must be removed, but it is not always possible to compensate the workmen for all past wrongs retrospectively. It is a question of expediency depending mainly on the financial implication involved in the retrospective operation of the remedy. I am told that there were 67 paid holidays upto 31st December, 1954 from the date from which the old Tea Ware House watchmen were given the compensation, and if the compensation is allowed with retrospective effect, about 550 watchmen would be entitled to it, and the cost will be about 36,850 days' gross pay. This will be too heavy a burden on the finance of the Port. In support of the claim for retrospective effect of the benefit, the unions submitted that in the past, the compensation for work on weekly rest days was paid with retrospective effect. It appears that this submission of the unions is based on a misconception. Under the notification dated 15th March, 1951, the watchmen were entitled to compensation for work on Sundays prospectively from 1st April, 1951. The payments were delayed for reasons not known. The Commissioners by delaying payments to which the watchmen had already become entitled could not but pay the arrears. They knew from the very beginning the probable expenditure under this head and they must be presumed to have had provision for such expenditure in the budget and accounts of the different years. This case is quite different from the present one when the workmen's demand will impose the accumulated burden of several years on the finance of the Port Commissioners of one year. This demand cannot accordingly be conceded.

#### ISSUE NO. X.—FREE FERRY SERVICE TO WORKMEN ACROSS THE HOOGHLY TO THE WORKSHOP AND BACK

1. This demand has been made by all the three different unions for the workers of the workshop under the Chief Mechanical Engineer. The demand is opposed by the Port Commissioners. For a clear appreciation of the demand of the unions and the Port Commissioners' objection, a short history of the circumstances which were the basis of the demand is a little relevant. The workshop under the Chief Mechanical Engineer was previously located on the western bank of the river Hooghly which is in the district of Howrah. This workshop was shifted sometime in 1911-1912 to the eastern bank of the river. The Port



Commissioners had then a ferry passenger service of their own which was run with five steamers: Hilary, Upjoin, Nurjehan, Ashman and Lalita. The Commissioners permitted their workmen to use this service free. Towards the end of 1931 the service was found uneconomical; the income from this service was not even sufficient to cover the running expenditure, and maintenance of the steamers in perfect working condition required a heavy capital expenditure. The Commissioners accordingly decided to close down the service and the service was closed down on and from 5th November 1934 and the boats were sold off. After the ferry service was abandoned by the Port Commissioners, Messrs. Hoare Miller & Co. took up this service, and for sometime the workers had to pay for utilising this service. Subsequently, the Commissioners agreed to pay the entire cost of carrying the workers to the workshop. Then again during the war (specially during the Ramzan and during emergency), the Commissioners requisitioned their own vessels Howrah and Bickland and started the ferry service. These two vessels had to be sold away in about 1946. Since then the workers have been agitating for introduction of a scheme for carrying the workers of the workshop who are living at Howrah but the Commissioners were not in a position to accede to their demand. The workers had to make their own arrangements till sometime in 1951. From 12th February 1951 Messrs. Hoare Miller & Co. resumed the ferry service on the Commissioners agreeing to pay them Rs. 1,800 per mensem for carrying their workers. The Port Commissioners charged the workers Rs. 4-8-0 per mensem for two trips a day. Messrs. Hoare Miller & Co. again stopped this service on and from 16th June 1952 on the ground that the service was uneconomical. The Commissioners approached other concerns. Messrs. Indian Waterways Corporation Ltd., who agreed to run a service for the workers at a cost of Rs. 3,500 per mensem, were given a trial but this proved a failure as the Corporation were not in possession of suitable launches and the launches were so very crowded that serious accidents were very often apprehended. Then Messrs. Hoare Miller & Co. were again approached and they started the service again on and from 17th July 1952 on the Commissioners agreeing to pay them Rs. 3,600 a month for carrying their workmen. This ferry service has still been continuing. The Commissioners charge the workmen who use this service at Rs. 4-8-0 per mensem for two trips and Rs. 2-4-0 per mensem for a single trip. The total realisations from the workers are in the neighbourhood of Rs. 1,000. There are about 8000 workers in the workshop out of which only 300 live on the other side of the river and utilise this service.

2. The demand of the three unions is based on the following grounds:

- (i) The facility was being enjoyed by the workers of the workshop for a pretty long time.
- (ii) The stoppage of the facility has resulted in hardship to the workers and a considerable increase in their budget.
- (iii) City transport system of Calcutta and Howrah is already over-loaded and an alternative arrangement should have been continued and encouraged.

3. The Port Commissioners pleaded inability to run a ferry service for transport of their workmen.

4. The parties addressed the Tribunal at length on the issue. I could understand that the privilege which the workers of the workshop under the Chief Mechanical Engineer enjoyed in the past was not extended to the workmen of other departments. The question is whether the Port Commissioners are under any obligation to provide free transport to such workers of the workshop under the Chief Mechanical Engineer as live on the other side of the river Hooghly. The workers of the workshop who live on the other side of the river Hooghly receive wages on the same principle as their brothers viz. the workers of the same workshop living on this side of the river and the workers of other departments living on this side as well as on the other side of the river. The question is whether the workers of the workshop living on the other side of the river has any claim for any preferential treatment. Free transport for attending the place of duty was not available to any of the workers of the Port Commissioners other than those of the Chief Mechanical Engineer's workshop living at Howrah. The employers are undoubtedly under an obligation to arrange transport of their workers to the place of their work and back only where the workmen, by reason of the peculiar situation of the place of work, have no facility to attend their duty or where the workmen are required to attend their duty at an unusual hour when they cannot avail of the transport facilities which exist for the public. Such is not the case here. Howrah and Calcutta are connected by trams and buses and the evidence is that the workers of the workshop under the Chief Mechanical Engineer are required to attend their duty at 7-30 in the morning while there are departments under the Port Commissioners which start at 6 in the morning. In the absence of any special circumstances justifying the claim, the claim if acceded to will amount to preferential treatment of only a small section, verging on iniquitous discrimination which cannot be encouraged in industrial concerns. If the workers of the workshop under the Chief Mechanical Engineer are provided with free transport, there is no reason why all other workers whether living on this side of the river or on the other side should be denied the benefit. The question of extending the benefit to all other workers is beside the point. But, apart from the

questions of justification or otherwise of the demand the Tribunal, whose duty it is to maintain peace in industry and hence to steer clear of any indiscrimination, while considering a particular demand of a section of the workers, must take into account the financial implication of the demand if it is extended to all workmen of the concern before it accedes to such demand. As I have already pointed out that for 300 workers the Port Commissioners have to pay Rs. 3,600 per mensem for the ferry service and realise only Rs. 1,000 from the workmen. This works out to Rs. 104 per annum per worker. If the workers are allowed to utilise this service free the expenditure per worker will be about Rs. 144 per annum. If all workmen are paid for their transport, the expenditure under this head will amount to a huge sum. There is hardly any justification to impose such a heavy burden on the finance of the Port Commissioners.

5. Long enjoyment of a facility amounting to inequitable discrimination is no ground to continue the facility and to perpetuate indiscrimination. The workshop was located on the western bank of the river Hooghly. There is no evidence whether the workers on this side of the river were given any transport facility. The Port Commissioners did not by locating the workshop initially on the other side of the river bind themselves not to shift the workshop to this side of the river or to compensate the workers living on the other side of the river if the workshop is so shifted. Even assuming for argument's sake that the Port Commissioners were under an obligation to compensate the workers who lived close to the workshop when the workshop was shifted to a distance. I presume, without any fear of contradiction, that the workers who lived close to the workshop prior to its shifting in the year 1911-1912 are no longer in service.

6. The stoppage of the facility has undoubtedly increased the workers' budget. Free transport facilities are undoubtedly a pecuniary assistance to the workers. So long as the Port Commissioners had their ferry service all workmen were allowed to use this service free. This is the practice with all employers who have transport service of their own. Closure of an undertaking is within the fundamental rights of an industrialist under the Constitution of India. Free use of the ferry service of the Port Commissioners by their workmen did not create any indefeasible right in them to such user or any obligation on the Port Commissioners to provide free transport across the river after the ferry service was closed down, for that will be creating a clog on the fundamental rights given by the Constitution of India. The ferry service was not for exclusive use of the workers of the workshop to attend their place of work. It is only an accident that the free use of the ferry service of the Port Commissioners by the workers of the workshop under the Chief Mechanical Engineer in common with other workmen of the Port Commissioners amounted to a saving of the transport cost for attending their place of duty. The Port Commissioners appear to have tried their utmost to maintain the savings of these workers and have ultimately been able to secure substantial concession to these workers and the Port Commissioners have no contemplation to reduce the existing concession. I feel no justification to enlarge the existing concession.

7. Undoubtedly city transport of Calcutta and Howrah is heavily congested and an alternative transport arrangement is welcome. I need hardly mention that the people of Calcutta and Howrah will be grateful to any industrialist who would provide such alternative transport. But there cannot be any compulsion by the Tribunal in this direction in any way. There is no special reason for the workers of the workshop under the Chief Mechanical Engineer to fight shy of the difficulties and hardship which their brother workers in the Port Commissioners face in common with the public.

8. It has been argued that some concerns have arranged free transport of their workmen to their place of work and back. Nothing has been placed before me to enable me to examine the concession in its true perspective. I am not aware what wages and other benefits they enjoy nor am I aware whether by reason of the situation of the place of work of the workmen of those concerns or by reason of unusual hours of attendance of the workmen, they cannot avail themselves of the transport facilities provided for the public. I am not also aware whether the concession is enjoyed only by a section of their workmen or by all workmen, nor am I aware of the financial implication of such concession. Apart from any question of justification or otherwise, I cannot, in the absence of a full comparative picture of the total benefits available to the respective workmen of different concerns, transplant here any benefit enjoyed by the workmen of other concerns which considered in isolation is more favourable. I have carefully considered the demand of the workmen and I cannot persuade myself to allow it.

#### ISSUE No. XI: LEAVE WITH FULL PAY FOR T.B. PATIENTS:

1. The Port Commissioners have a scheme of leave for their employees of different classes which are detailed in APPENDIX III to this award. It provides leave for sickness in general which undoubtedly includes Tuberculosis, although there is no special provision for leave for such of the employees of the Port Commissioners as suffer from Tuberculosis. The demand of all the three unions is for leave on full pay and allowances for an employee suffering from Tuberculosis for the entire period for which he is declared unfit by the Commissioners' Medical Officer. The consideration which is at the basis of this

demand is that when an employee is a victim to this fell disease, he requires more money for his treatment and wholesome diet, in addition to his normal requirements for maintenance of his family and that in such circumstances he should not go without pay. No one can deny the fact that a Tuberculosis patient requires proper treatment and wholesome diet which means a substantial addition to his normal budget. The justification of the worker's need for more money for the entire period for which he is declared unfit for duty cannot be disputed.

2. A correct decision on the unions' demand under this issue hinges on the question as to whether the employer has any obligation to provide funds for a workers' treatment and diet, and for maintenance of his family when he has been rendered unfit for work, and if he is under such obligation, what its extent is. I have already discussed, under the issue on the demand of the unions for appointment of a lady doctor, the extent of an employer's obligation to provide for medical relief to a worker. Tuberculosis has come to stay as a household disease and to combat the disease has become a National problem. An attempt appears to have been made on behalf of the unions to establish that the stress and strain of work of an employee and the conditions under which an employee works and lives are mainly responsible for this disease. It has been contended that an employee is appointed only when he is found fit after strict medical examination. If he subsequently contracts the disease, the presumption is that he has been attacked with Tuberculosis after his appointment, although, as Dr. Mukherjee says that in some cases Tuberculosis might have been in a latent condition. The mere fact that an employee is attacked with Tuberculosis after his appointment, does not lead to a conclusion that Tuberculosis is a disease peculiar to the present industry which the employees of the Port Commissioners have the risk of contracting. Not being a medical expert I do not propose to make any attempt to probe into the cause of Tuberculosis. As a layman, I may say that stress and strain of work, insanitary conditions of living, malnutrition are not the only factors that are responsible for the disease. There is one most important factor and that is the constitution of the man. The stress and strain of work, insanitary condition of living, malnutrition, which the unions complain of are not peculiar to the employees of the Port Commissioners. The wages, working hours, period of rest and holidays of the employees of the Commissioners compare very favourably with those of employees under the Government and big industrial concerns. The responsibility to provide proper treatment and diet to a Tuberculosis patient and to maintain his family for the period he is unfit to earn is undoubtedly with the State. Nevertheless the Commissioners have a fair scheme for treatment of their employees who have been suffering from Tuberculosis. The scheme of medical relief available to the employees under the Port Commissioners has been detailed in APPENDIX III (a), (b) and (c) to this award. The Commissioners have provided a number of free beds in the Jadavpur Tuberculosis Hospital as also in the Kanchrapara Tuberculosis Hospital where the patients get free treatment. The number of such beds is not quite adequate. But the Commissioners' scheme for medical treatment of their employees compared with that of the Government and other semi-Government or private concerns may be called fairly generous. The Port Commissioners maintain a waiting list for the Tuberculosis patients for admission to the hospitals, and the beds are allotted to them in the serial order except that the employees of the Medical Department, who have contacted the disease by reason of their frequent contact with Tuberculosis patients are given priority in admission. The total number upto 17th May, 1957, in the waiting list is 272 (1955-127, 1956-100, 1957 upto 17th May, 1957-45). Undoubtedly medical treatment forms a major item of expenditure for Tuberculosis patients and I find that the Assistance which an employee under the Commissioners gets in the shape of free medicines and free X-ray and pathological examinations and injections are undisputably a substantial pecuniary assistance.

3. The leave scheme of the Port Commissioners for their employees and their medical relief for Tuberculosis patients compares favourably with those of the Government or the semi-Government bodies throughout India. The unions have not able to place before me any scheme of any industrial concern which is more favourable than that of the Port Commissioners. An employee under the Port Commissioners may get at any time in suitable cases 120 days' earned leave plus such leave or half pay as he may be entitled to on the length of his service without any limit. This half pay leave may also be commuted to full pay leave equivalent to half the amount of half pay leave admissible to him subject to a limit of 240 days in the entire service. This commuted leave may be combined with the earned leave on any occasion upto a limit of 240 days. Besides, some monetary help is given to the employees of the Port Commissioners, although not very substantial, after he has exhausted his leave with pay and allowances and has continued for six months without pay and allowances. This little pecuniary assistance may be repeated four times at intervals of six months securing a benefit of Rs. 150 to those who have been admitted in hospitals and Rs. 200 for others.

4. Shri Moitra of National Union of Port Trust Employees placed before me copies of two Resolutions of the Dock Labour Board, Calcutta about the medical facilities arranged for their workers. I do not feel myself called upon to discuss medical facilities under the

present issue. But as the union has placed some stress on these resolutions, I shall briefly discuss them. The Dock Labour Board have arrangement of their own for treatment of their workers suffering from Tuberculosis, where, as it appears from Board's Resolution No. 28, dated 13th April, 1956, some thirty-four workers were receiving treatment at the relevant time. Eight workers have been sent to Ramkrishna Mission T.B. Sanatorium, Ranchi, for further treatment. The Board have been trying to increase the number of free beds for their workers to 10 which will cost Rs. 60,000 per annum. The Board are also trying to have some free beds for their workers in Kumud Sankar Roy T.B. Hospital at Jadavpur at a cost of Rs. 50,000. The Board appear to have sanctioned cash allowance for 46 workers at Rs. 50 per month for a period not exceeding 6 months. We are not aware if such cash allowance will be repeated for the same workers. A Chest Clinic for the Port Commissioners has been sanctioned and the number of free beds for employees of the Port Commissioners is much larger. About the cash benefit to a worker varies from Rs. 150 to Rs. 200, there is no limit to the number of applicants who may get the benefit. In my opinion the scheme of the Dock Labour Board is in no way better than that of the Port Commissioners.

5. All demands of workmen must be examined not subjectively in the interest of either the workmen or the employers but objectively in the interest of the industry. The Commissioners have leave reserves who are just sufficient to cope with the work during normal absence of workmen on leave. When a worker is on leave not due he is generally on extraordinary leave without pay. In such contingencies vacancies in the higher grade are filled up by temporary promotion from the lower grade and consequent vacancies in the lowest grade are filled up by temporary appointments. A workman cannot be allowed leave indefinitely with pay, for, in that case the industry will have to pay twice for a job and that, for an indefinite period. This is undoubtedly a burden which no industry can be expected to bear.

6. I have considered the point from all different stand-points and I am not inclined to enlarge the leave scheme which is prevalent in the Calcutta Port for the employees under the Commissioners.

### CONCLUSION

1. The award shall take effect, except where specific direction has been given to the contrary, on and from the date when the award becomes enforceable under the law. The Appendices to the award are some of the important materials collected by me from the voluminous evidence placed before me. They are calculated to help appreciation of the full implication of the award. The Annexures with the exception of Annexures II and II(a) are my decisions. Annexures II and II(a) are agreements arrived at between the parties in the present case. Because of the bulk of the Annexures, dealing as they do with details, they have been separated from the body of the award so that the main broad outlines of the decision are not confused. The Annexures and Appendices form part of this award.

2. Most of the witnesses were vocal about their personal grievances, and in their eagerness to get higher grades, they spoke about their qualifications and duties which in some cases appear to have been exaggerated. As an example, I may refer to the evidence of WW-63 Moqbul, Plater Gr. I. He goes so far as to say that he does not work with his own hands and that supervision is his sole duty. If that be so, he must be excluded from this adjudication, for he cannot be a workman under the Industrial Disputes Act, 1947 as it stood before the amendment of 1956.

3. Shri Moitra of the National Union has urged that as under the Piece Rate Scheme the earnings of the unskilled workers, namely, the loaders, have increased by leaps and bounds, the wages of all workmen should increase in the same ratio. The universally accepted principle for processing piece rate is to add an advance increment to the normal wage rates of the workers concerned. I do not propose to discuss the basis of this principle, nor am I inclined to enter into a discussion about the justification or otherwise of this principle. The fact remains that such an advance increment is added to the normal wages of the workers, although there is no uniformity about the amount of this advance increment. The piece raters generally strain themselves to the utmost at the cost of their health to augment their earnings. The result will be that in no time they will be disabled and even their life may be cut short. The piece rate earnings of the workers cannot be the standard for fixation of wages of the time rated workers. If the workers conscientiously give a full day's work for a full day's wages, the industry will in no time take a favourable turn and will be in a position to improve the condition of labour employed by it.

4. The workmen demand point to point adjustment in the new grades and retrospective effect of the revised scales. Having regard to the financial implication of the demands, I am not in a position to concede to the demands. Past wrongs should be remedied whenever possible, but past wrongs cannot always be compensated.

5. Shri P. N. Dutta of the Shramic Union contends that prior to 1947 the workmen under the Port Commissioners were getting higher wages than their counterparts in other industries within the region and felt a secret pride that they were employees of the Calcutta Port Commissioners. He urges that it stands to reason that the differentials should be maintained. The Port Commissioners might have been in a position to be generous and were generous in the past, but there cannot be any compulsion on generosity and at a time when the finances do not permit continuance of the same degree of generosity, the Port Commissioners cannot be asked to give to their workmen more than what the neighbouring industries pay, as they did in the past.

6. I have endeavoured my best to lay down some principles which, I trust, will be a long term measure. Voluminous evidence were placed before me, a large number of statements were filed from time to time and very lengthy arguments were addressed to me and I have carefully applied my mind to all these. To avoid unnecessary bulk of the award, I have not discussed the details of the evidence, statements and the arguments, but this will not be taken to mean that I have not considered them.

7. In conclusion, I must acknowledge the assistance received from the representatives of the parties.

*Calcutta, 30th December, 1957.*

A. DAS GUPTA, Sole Member,  
Central Government Industrial Tribunal, Calcutta.

#### LIST OF ANNEXURES AND APPENDICES ENCLOSED WITH THE AWARD:

##### (a) ANNEXURE:

ANNEXURE I: Diary Order No. 66, dated 23rd August, 1957.

ANNEXURE II: Agreed List of Classifications of the workmen of the Departments of the Chief Engineer and the Chief Mechanical Engineer.

ANNEXURE II(a): Non-agreed List of Classifications of the workmen of the Departments of the Chief Engineer and the Chief Mechanical Engineer.

ANNEXURE III: Chart indicating avenue of promotion of Class IV employees in different departments under the Port Commissioners.

ANNEXURE IV: Grades and Scales awarded by the Tribunal for different categories of engineering jobs in the Department of the Chief Engineer.

##### (b) APPENDICES:

APPENDIX I: Revenue Account.

APPENDIX II: Number of Class IV staff of the Calcutta Port Commissioners (based on Establishment Schedule for 1956-57 and the statements filed on behalf of the Port Commissioners).

APPENDIX III: Leave admissible to Calcutta Port Commissioners' employees of different categories.

APPENDIX III(a): Scheme of Calcutta Port Commissioners for treatment of their employees suffering from Tuberculosis.

APPENDIX III(b): Extract from Proceedings of the Calcutta Port Commissioners' 2441st Meeting held on 1st September, 1953.

APPENDIX III(c): Extract from the Proceedings of the Calcutta Port Commissioners' 2445th Meeting held on 11th December, 1953.

##### ANNEXURE I

ORDER No. 66—23-8-1957.

Appearances as before.

A preliminary objection has been raised by Shri K. B. Bose, Counsel, on behalf of the Port Commissioners that the Calcutta Port Sramik Union has no *locus standi* to represent any section of the Port Commissioners' workmen before this Tribunal.

For a clear appreciation of the preliminary objection it may be mentioned that the industrial dispute under reference has been described in the Order of Reference as one existing between the employers in relation to the Port Commissioners, Calcutta and their workmen. Nothing has been said in the Order of Reference how or by whom the workmen are represented. Copies of Order of Reference were forwarded to:

- (1) National Union of Port Trust Employees,
- (2) Calcutta Port Commissioners Workers Union,
- (3) Calcutta Port Trust Employees' Association,
- (4) Calcutta Port Mazdoor Panchayet.

Shri Nikhil Moitra, General Secretary of the National Union of Port Trust Employees, appears for such workmen as are members of the said Union. Similarly, Shri Rajani Mukherjee and Shri A. L. Roy assisted by Shri Monoranjan Dey appear for the workmen who are members of the Calcutta Port Commissioners Workers Union. Calcutta Port Trust Employees Association bearing Registration No. 10 has since changed its name into Calcutta Port Sramik Union and bears the same registration number. Calcutta Port Mazdoor Panchayet has since been extinct and the workers who were members of this last mentioned union have joined the Calcutta Port Sramik Union. Shri Makhan Chatterjee, General Secretary of the Union, assisted by Shri Prasanta Dutta, Deputy Secretary of the Union, represents the workers who are members of the Calcutta Port Sramik Union. The dispute under reference is between the Port Commissioners, Calcutta, and their workmen and the right of the different unions to represent the workmen depends upon the questions whether they are registered under Trade Unions Act and whether the workmen whom they seek to represent are members of the union. There is no dispute on these two points so far as the Calcutta Port Sramik Union is concerned. Hence, the pre-requisite conditions having been satisfied I must hold that the Calcutta Port Sramik Union is entitled to represent such workmen of the Port Commissioners as are members of the said union. I accordingly over rule the preliminary objection raised on behalf of the Port Commissioners.

(Sd.) A. DAS GUPTA, Sole Member.

#### ANNEXURE II

##### Agreed List

*List of Agreed Classification of the workmen of the Chief Engineers, Department of the Calcutta Port Commissioners.*

Sl. No.	Existing Classification	Existing Pay	Proposed classification	Remarks
1	2	3	4	5
		Rs.		
1	Fitter Mistry	54-1-59	Skilled	
2	Plumbing Mistry	54-1-59	Do.	
3	Mason	44-1-49	Do.	
4	Sign Board Writer	54-2-64	Do.	
5	Painter	42-1-49	Do.	
6	Mortar Mill Driver	41- $\frac{1}{2}$ -44	Do.	
7	Fitter	37-1-44	Do.	
8	Rivetter Man	37-1-44	Do.	
9	Viceman	49-1-54	Do.	
10	Viceman	39- $\frac{1}{2}$ -44	Do.	
11	Viceman	39-1-49	Do.	
12	Carpenter	39- $\frac{1}{2}$ -44	Do.	
13	Black smith	44-1-49	Do.	
14	Black smith	39-1-44	Do.	
15	Mason	36-1-41	Do.	
16	Tinsmith	36-1-41	Do.	
17	Asphaltum Mistry	54-1-59	Do.	
18	Erector	44- $\frac{1}{2}$ -49	Do.	
19	Steel Works Fitter	44-1-54	Do.	
20	Rivetter	39-1-49	Do.	
21	Carpenter Gr. I	44-1-54	Do.	
22	Carpenter Gr. II	39- $\frac{1}{2}$ -44	Do.	
23	Marker	49-1-54	Do.	
24	Painter	41- $\frac{1}{2}$ -44	Do.	
25	Viceman	60-2 $\frac{1}{2}$ -75	Do.	

According to Port Commissioners "Skilled" means skilled Grade A, Grade I Grade II, Unions do not agree into classification on Grade A.

1	2	3	4	5
26	Black Smith . . .	60—2½—75		Skilled
27	Carpenter . . .	Do.		Do.
28	Assistant Mistry . . .	54—1—70		Do.
29	Carpenter . . .	40—2—60		
30	Viceman . . .	40—2—60		Do.
31	Black smith . . .	Do.		Do.
32	Sign Board writer . . .	60—2½—75		Do.
33	Tin Copper Smith . . .	60—2½—75		Do.
34	Do. . .	40—2—60		Do.
35	Turner . . .	60—2½—75		Do.
36	Asstt. Turner . . .	40—2—60		Do.
37	Driller . . .	Do.		Do.
38	Oxyn-Acetylene Welder . . .	40—2—60		Do.
39	Marker . . .	40—2—60		Do.
40	Tin Plate Maker . . .	60—2½—75		Do.
41	Plater . . .	40—2—60		Do.
42	S. W. Erector . . .	40—2—60		Do.
43	Rivetter . . .	60—2½—75		Do.
44	Do. . .	40—2—60		Do.
45	Motor Mechanic . . .	54—1—64		Do.
46	Fitter . . .	44—1—54		Do.
47	Glazier . . .	40—2—50—2—60		Do.
48	Painter . . .	40—2—60		Do.
49	Fitter . . .	40—2—60		Do.
50	Do. . .	39—½—44		Do.
51	Black Smith . . .	36—½—40		Do.
52	Rivetter . . .	36—½—40		Do.
53	Number Taker . . .	41—1—46		Semi Clerical
54	Fitter . . .	60—2½—75		Skilled
55	Do. . .	41—½—44		Do.

## Semi Skilled Workmen.

		Rs	
1	Hammerman . . .	30—½—35	Semi skilled (Page 222 item 108-109 of the Schedule)
2	(Rivetter Attendant (236, It. 74—77) . . .	32—½—36	Do.
3	Marker Helper (Page 236) . . .	39—½—44	Do.
4	Keyman (238) . . .	35—1—50	Do.
5	Hammer Man (239) . . .	35—1—50	Do.
6	Keyman (241) . . .	35—1—40	Do.
7	Hammerman (244) . . .	34—½—39	Do.
8	Marker Helper . . .	35—1—50	Semi skilled
9	Helper (245) . . .	Do.	Do.
10	S. W. Khalasi (245) . . .	Do.	Do.
11	Coupling Porter . . .	Do.	Do.

Dated, Calcutta, the 2nd Sept., 1957

C. P. C. Workers Union.

National Union of Port Trust Employees

Port Shramik Union.

Representatives of the Port Commissioners (Administration).

### AGREED LIST

*List of Agreed classification of the Workmen of the Chief Mechanical Engineer's Department of the Calcutta Port Commissioners*

Sl.No.	Existing Classification	Proposed classification.	Remarks.
1	2	3	4
1	Leading Hand . . . .	Skilled supervisory	
2	Fitter, Grade I . . . .	Skilled	
3	Gas Welder, 100—10—200 . .	Skilled supervisory	This post shall not be abolished. It will be the promotional post for the Gas Welder.
4	Fitter, Gr. II, . . . .	Skilled	
5	Copper Smith, Gr. I . . . .	Do.	
6	Do. Gr. II . . . .	Do.	According to Cal. Port Commissioners.
7	Painter, Gr. II . . . .	Do.	} 'Skilled' means Skilled Grade A Skilled Grade I Skilled Grade II
8	Marker, Gr. I . . . .	Do.	
9	Marker, Gr. II . . . .	Do.	
10	Rigging & Slingsing Khalasi . .	Semi-Skilled	
11	Store Khalasi . . . .	Do.	
12	Borer, Gr. I . . . .	Skilled	
13	Turner, Gr. I . . . .	Do.	
14	Machinist, Gr. I . . . .	Do.	
15	Driller, Gr. I . . . .	Do.	
16	Borer, Gr. II, . . . .	Do.	
17	Miller, Gr. II . . . .	Do.	
18	Turner, Gr. I . . . .	Do.	
19	Machinist, Gr. II . . . .	Do.	
20	Machineman, Gr. II . . . .	Do.	
21	Driller, Gr. II . . . .	Do.	
22	Tool Grinder, Gr. II . . . .	Do.	
23	Grinder, Gr. II . . . .	Do.	
24	Grinder, Gr. I . . . .	Do.	
25	Mill Wright Fitter, Gr. II . .	Do.	
26	Hammer man . . . .	Do.	
27	Oiler . . . .	Do.	
28	Mochi, The Unions contention is that a suitable designation, such as leatherman be given.		
29	Boiler Maker, Gr. I . . . .	Skilled.	
30	Do. Gr. II. . . .	Do.	
31	Boiler Fitter, Gr. I . . . .	Do.	
32	Do. Gr. II . . . .	Do.	
33	Black Smith, Gr. I . . . .	Do.	
34	Do. Gr. II . . . .	Do.	
35	Angle Smith, Gr. I. . . .	Do.	
36	Do. Gr. II . . . .	Do.	
37	Bolt Machineman, Gr. I . . .	Do.	
38	Do. Gr. II. . . .	Do.	
39	Carpenter, Gr. I . . . .	Do.	
40	Do. Gr. II . . . .	Do.	
41	Gas Cutter . . . .	Do.	
42	Holderman . . . .	Semi-skilled	
43	Plater Gr. I . . . .	Skilled	
44	Do. Gr. II . . . .	Do.	
45	Rivetter, Gr. I. . . .	Do.	
46	Do. Gr. II . . . .	Do.	
47	Rivet Attendant . . . .	Semi-Skilled	
48	Punching Man, Gr. II . . . .	Skilled	
49	Viceman, Gr. I . . . .	Do.	
50	Do. Gr. II . . . .	Do.	
51	Caulker, Gr. II . . . .	Do.	
52	Pattern Maker, Gr. II . . . .	Do.	



1	2	3	4
53	Joiner Gr. II . . . . .	Skilled	
54	Moulder Gr. I . . . . .	Do.	
55	Do. Gr. II . . . . .	Do.	
56	Furnaceman Gr. . . . .	Do.	
57	Do. Gr. II . . . . .	Do.	
58	Mason Gr. II . . . . .	Do.	
59	Core Maker, Gr. I . . . . .	Do.	
60	Do. Gr. II . . . . .	Do.	
61	Furnace Helper . . . . .	Semi-skilled	
62	Metal Carrying and Ringing Khalasias . . . . .	Do.	
63	Rigger . . . . .	Tindal	(Crane Repairing Yard).

Sd/- M. DE,  
General Secy.,  
Cal. Port Commissioners,  
Workers Union.

Sd/- N. MATTRA,  
Genl. Secretary,  
National Union of Port  
Trust Employees.

Sd/- P. DUTTA,  
Dy. Secretary.,  
Port Shramik Union.

Sd/- N. M. DAS GUPTA, *Advocate*

For & on behalf of the Calcutta Port Commissioners.

#### ANNEXURE II(a)

*Not agreed list*

#### CHIEF ENGINEERS DEPARTMENT

On the following items the Port Commissioners did not agree with the proposed classification of the unions.

Sl. No.	Existing Classification	Union's demand	Opinion of the Commissioners.
1	2	3	4
1.	Duftry . . . . .	Semi skilled.	According to the Administration all these categories are office staff and as such do not come within the purview of the classification as Semi Skilled, Skilled etc.
2.	Distributor . . . . .	Skilled.	
3.	Record Supplier . . . . .	Semi Skilled.	
4.	Tracer (Page 63) . . . . .	Highly skilled 'A'	
5.	Ferro Printer . . . . .	Semi skilled.	
6.	Lorry Sircar. . . . .	Skilled.	
7.	Head Peon . . . . .	Semi skilled.	
8.	Bycycle Peon. . . . .	U.S.L.	
9.	Lincenced Plumber	Highly skilled 'A', 'B' & 'C' as the case may be.	They are mostly Supervisory staff and as such do not come within the scope of classification.
10.	Overseer		
11.	Add. Machine Operator.		
12.	Amin Mistry.		
13.	Jr. Overseer.		
14.	Asstt. Ballast Supervisor.		
15.	Tindal	S.Skilled, Skilled & Highly skilled 'A', 'B' & 'C' as the case may be.	They are under Supervisory staff and as such do not come within the purview of Classification.
16.	Mate.		
17.	Jamadar		
18.	Hd. Steel Works Serang		
19.	Asstt. Steel Works		
20.	Gunner, Serang.		
21.	Head Gunner		

Sl.	Existing classification	Union's demand.	Opinion of the Commissioners.
1	2	3	4
22.	Oil Engine Driver	Skilled and Highly skilled 'A', 'B' & 'C' as the case may be.	Operational staff and as such do not come within the scope of classification.
23.	Dragline Operator		
24.	Bull Dozer Operator		
25.	Scraper Operator		
26.	Dumper Driver		
27.	Mixture Driver.		
28.	Compressor Driver		
29.	Diesel Engine Driver		
30.	Pump Driver		
31.	Diesel Road Roller Driver		
32.	Driver		
33.	Winch Driver		
34.	Cabin and Trolleyman	Semi skilled.	U.S.L.
35.	Fitter Mistry (Page 72)	Highly skilled 'C' as all Mistrics have been classified Junior Supervisor.	Skilled and have no highly skilled
36.	Cleaner	Semi skilled.	U.S.L.
37.	Khalasie	Semi skilled or skilled at the case may be.	U.S.L.
38.	Mazdoor	Semi skilled	U.S.L.
39.	Plumbing Khalasie.	<i>C.E.'s Department. List of non-agreed classification</i> Doing the same job like the mistrics and helping the Plumbing Mistry. Semi skilled.	
			According to the administration. U.S.L.
40.	Mate, 34-49	Semi Skilled.	Under supervisory of U.S.L.
41.	Survey Khalasie	Semi Skilled.	U.S.L.
42.	Bhisty	Semi skilled as they are getting the scale of above Rs. 35/- which is above the scale of Unskilled.	U.S.L.
43.	Maiter Cooly.	Supervising the jobs of the Maiters and as such shall be semi skilled.	[Unskilled.
44.	Gas Welder	Highly skilled	Skilled and Not highly skilled.
45.	Gas Welder Helper	Doing skilled jobs and as such shall be classified as skilled.	U.S.L.
46.	Electric Arc Welder	Highly skilled.	Skilled. No highly skilled.
47.	Rivetter Leading Hand	Highly skilled 'C'	—do—
48.	Mistry (238 page of the scheduled)	—do—	—do—
49.	Helper (page 238)	Semi skilled	U.S.L.
50.	Inter Locking Fitter	Highly skilled 'B' & 'C'	Skilled.
51.	Hd. Mistry (240)	—do—	—do—
52.	Mistry (240)	—do—	—do—
53.	Helper (241)	Semi skilled.	U.S.L.
54.	Head Carpenter	H. S. Skilled 'C'	Skilled.
55.	Asst. Hd. Carpenter	—do—	—do—
56.	Mechanic (244)	—do—	—do—
57.	S. W. Tindal (245)	—do—	Does not come within the scope.
58.	Luggymen. (281)	Semi skilled.	Unskilled.
59.	Electrician Gr. A. (281)	Highly skilled 'A'	Skilled.
60.	Electric Mistry	Highly skilled 'C'	—do—

*Not agreed list*

## CHIEF MECHANICAL ENGINEER'S DEPARTMENT

On the following the Port Commissioners did not agree with the proposed classification of the Unions.

Sl.No.	Existing Classification	Union demand	Opinion of the Commission
1	2	3	4
1.	Junior Supervisor	Highly skilled Supervisory	No highly skilled workman.
2.	Hd. Electric Welder	—do—	—do—
3.	Hd. Clock repairer	Highly skilled.	—do—
4.	Hd. Instrument repairer	—do—	—do—
5.	Electric Welder	—do—	—do—
6.	Clock repairer	—do—	—do—
7.	Hd. Skin Diver	Highly skilled Supervisory	—do—
8.	Electrician Gr. I	—do—	—do—
9.	Gas Welder	Highly skilled.	—do—
10.	Electrician Gr. II	—do—	—do—
11.	All Gr. 'A' Workman	—do—	—do—
12.	Tindal	Skilled (those who remove heavy machinaries)	Do not come within the classification of skilled etc. Unskilled and semi-skilled supervisory under supervisor.
13.	Tool Maker, Gr. I	Highly skilled.	Skilled.
14.	Toolsmith Gr. II	—do—	—do—
15.	Mill Wright Fitter, Gr. I	—do—	—do—
16.	Air Compressor Attendant.	Air compressor skilled.	Driver. Do not come within the classification of skilled etc. Operational staff.
17.	Pump Driver	Skilled	—do—
18.	Electric Welder (Jr)	Highly skilled	Skilled.
19.	Gas Welder	—do—	—do—
20.	Vice-man Gr. II	(Chain Tester of Chain Testing Shop) skilled.	Charge of designation is not agreed.
21.	Tindal	Semi-skilled supervisory	Separate class vide item 12, above.
22.	Visti	Semi-skilled	Unskilled.
23.	Cook	—do—	—do—
24.	Pattern maker Gr. I	Highly skilled.	Skilled.

N. B.—The rest of the designation "such as Crane Operational Staff Loco Staff etc., have not been discussed and decided as yet.

C.P.C. Workers' Union

Port Shramik Union.

National Union of Port Trust Employees.

For &amp; on behalf of Calcutta Port Commissioners.

## ANNEXURE III

*Chart indicating Avenue of promotion of Class IV Employees in different departments under the Port Commissioners, Calcutta, as Awarded.*

(Subject to terms and conditions as laid down in the body of the award)

*Read Left to Right.*

## A. DEPARTMENT—SECRETARY

*General Staff*  
(Department-wise)

Peons & Cycle Peons	Head Peons, Letter Sorters, Record Suppliers	Duftries Lift Drivers Asstt. Jamadar & Care-taker	Head Jamadar & Caretaker
3rd Durwan Durwan . . . }	2nd Durwan . . . }	Head Durwan	

*Section I—Secretary & Central Despatch*  
(Section-wise)

Attendants Farash . . . }	No normal avenue of promotion.
------------------------------	--------------------------------

*Section II—Chief Valuer & Surveyor.*

Chainmen . . . }	No normal avenue of promotion.
------------------	--------------------------------

*Section III—Central Transport.*  
(Section-wise)

Cleaner attendants . . . }	Servicemen	} Motor Car Drivers provided the candidate has a motor car driving licence and passes the requisite test.
Petrol attendant Attendants }	Store Mate	
Helper Cycle Fitter . . . }	Cycle Fitter	
Helper Electricians . . . }	Fitter	
Helper Fitter		
Helper Fitter Mistry . . . }	Tinsmith	
Helper Tinsmith . . . }	Vulcaniser	
Helper Vulcaniser . . . }	Tailor Upholsterer	
Helper Upholsterer . . . }	No normal avenue of promotion.	
Sweeper . . . }		
Blacksmith . . . }		

Section IV—Welfare.

Cook Service Boys	}	No normal avenue of promotion
Line Watchers		
Vendors		
Cycle Vendor		

Remarks

Four Line Watchers, 5 Vendors and 5 Cook Service Boys get additional allowance of Rs. 5 for additional responsibility. This additional responsibility should be given to these workmen according to seniority cum suitability or to all members of the category according to suitability by rotation.

Section V—Police and Anti-Corruption.

Durwans . . .	}	Head Watchman	}	Subedars
Gurkha watchmen		Jamadars		
Night watchmen		Gurkha Jamadars		
Watchmen .				
Cooks . . .	}	No normal avenue of promotion.		
Sweepers . . .				

Remarks

At present all watchmen, Gurkha watchmen, Night watchmen and Durwans are considered in common pool for promotion to the posts of Head watchmen, Jamadars and Gurkha Jamadars who are again considered in a common pool for promotion to the posts of Subedars. This will continue.

## B. DEPARTMENT—MEDICAL

*Section—Medical.*

(General Staff—Section-wise—three units take together)

Orderlies . . .	}	Head Peon . . . Dufry
Do. Cycle . . .		
Dhobis . . .	}	Head Dhobi
Kitchen Attendants		
Cooke's Mate . . .	}	Cooks
Mali . . .		
Female Attendants	}	No normal avenue of promotion.
„ Ward Attds.		
„ Sweepers		
„ War Sweepers		
Storeman . . .	}	
Stretcher Bearers		
Tailor Upholsterer		
Carpenter . . .	}	

*Unit II—Dock Hospital and Dispensaries*  
(Unit-wise)

Attendants . . .	}	Head Attendant
Ward Attendants		
Male sweepers . . .		Head sweeper.

*Unit III—R.R. Hospital.*  
(Unit-wise)

Attendants . . .	}	Head Ward Attendants.
Male Attendants		
Male Ward Attendant	}	
Attendants, Operation Theatre.		
Attendants, Pathology	}	Head Sweeper.
Attendants, X-Ray		
Male Sweepers . . .		
Domes . . .	}	

DEPARTMENT—MEDICAL SECTION—HEALTH

Orderlies . . .	}	Head Peon . . .	Duftry.
Peons . . .			
Cycle Peon . . .	}	Keyman	
Disinfecting sweeper		or	
Dome . . .	}	Sweeper Fitter	
Drainaman . . .		or	
Gully Pit Boys . . .	}	Mason	
(on adjustment as		or	
Methars).	}	Carpenter	
Kodalimen . . .		or	
Methars . . .	}	Jamadar	
Night Soil Lorry			
Mazdoor.	}		
Sewerman . . .			
Sweepers . . .	}		
Topaz . . .			
Oilman . . .	}	Inoculation Assistants	Mate . . . Literate Jamadars.
Ra'man . . .			
Road Washing Maz-	}		
door.			
Lascars . . .	}	Manjis	
Visties . . .		No normal avenue of	
Watermen . . .	}	promotion.	

C. DEPARTMENT—LAND

Peons . . .	}	Head Peon
Cycle Peon . . .		Record Supplier
Chainmen . . .	}	No normal avenue of
		promotion.

D. DEPARTMENT—AUDIT AND ACCOUNTS.

Peons . . .	}	Head Peons . . .	Duftries	Distributors
Do. Measuring		Jamadar (B)	Record Suppliers	Sorters.

(B) Jamadar is attached to the Treasurer. He must be a nominee of the Treasurer.

Farash . . .	}	No normal avenue of
		promotion.

## E. DEPARTMENT—TRAFFIC.

*General Staff—Department-wise.*

Orderlies . . .	Head Peons . . .	Duffries	Record Supplier (by selection)	May stand for Wharf sarkars in the grade of Rs. 55—85.	Wagon sorters are for peons and other compara- ble workers of the Coal Berth.
Peons . . .	Letter Sorters . . .	Jamadars	Markmen (by selection)		
Do. Cycle . . .	Record Suppliers				
Do. Siding . . .	Wagons Sorters				
Do. Trimming					

*Unit II—Calcutta Jetties.*

Boatmen . . .	Tindal, Mayapore Magazine.	Ghat Serang	Markmen	May stand for wharf Sarkars in the grade of Rs. 55—85.
Lascars . . .	Tindals Gate Serangs	Sarangs, P.C. Boats	by selection Department k-wise.	
Porters, monthly paid .	Cargo Tindals and Cargo Serangs in the grade of Rs. 45—85.			
Cooks . . .	No normal avenue of promotion.			
Malis . . .				
Servants . . .				
Sweepers . . .				

*Unit III—T. W. H.*

Porters	Mates
Khalasis	No normal avenue of promotion.
Coopers	
Cooks	

*Unit IV—Petroleum wharf*

Mali	No normal avenue of promotion.
Sweepers	



*Unit V— I. V. Wharves.*

Khalasis	Serang	Markmen by selection depart- ment-wise.	May stand for wharf sarkars in the grade Rs. 55— 85.
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*Unit VI— Railways*

Yard Porters	{ Coupling porters Jamadars	Subgunner Cabin Jamadars	Shunting gunners No further avenue of Promotion	No further normal avenue of promotion.
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*Unit VII— K. P. Docks, K. G. Docks, and G.R. Jetties.*

Fireman	Jr. Leading Firemen	Sr. Leading Firemen	No further normal avenue of promotion.		
Khalasis	Tindals	Serang. (Rs. 34— 1— 39)	{ Gate Serangs Serang (Rs. 39— 44)	Serang (Rs. 44— 49)	May stand for selection department-wise for the post of Markman in the grade Rs. 40— 2— 60 and then for wharf Sarkars in the grade of Rs. 55— 85.
Cargo Porters (Monthly rated)	{ Cargo Tindals Cargo Serangs				
Porters, Cargo Docks & Coal Docks (Piece rated)	Sardars of their respec- tive gangs.				
Cooks Cooks' mates Cooper-s Servants Weighmen	{	No normal avenue of promotion.			

*Unit VIII— Miscellaneous.*

Caretakers  
Durwans

} No normal avenue  
} of promotion

The staff is maintained out of a trust fund and cannot be treated along with the Commissioners' staff for promotion. The members may appear for appointment under the Commissioners in the recruiting grades, so that when they are so appointed they may be considered for promotion along with other workmen in the grades to the higher grade. For the purpose of such appointments they shall have priority over outsiders but for seniority for the purpose of promotion, the date of the new appointment shall be the starting point.

Unit IX — Trimming.

Lr. Khatasis Tr. Oilmen Tr. Porters	}	Trimming Mates	Tr. Sardars	Foremen (Class III staff)	No further normal avenue of promotion.
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F. DEPARTMENT— STORES

Unit I— General Stores and Engineering Stores.

Peons	{ Head Peon Duplicator Operator Adrema Operator Machine Operators Petrol Pump Atttdt. }	Duftries	{ Markers }	{ Number taker }	May stand for Delivery Sarkars and Despatchers in the grade Rs. 55—85 (by selection department-wise.)
Do. Cycle					
Porters	{ Tindals Lascars (c) (Unit III) }	{ No further normal avenue of promotion Manjis (Unit III) }	Numbers Taker (Unit III)	As for Number Taker in Unit I (department-wise)	(c) Lascars are recruited from among porters in General Stores having experience in Boats.
Mobile Crane Attendants	Battery Truck Drivers	Mobile Crane Drivers			
Cook Servant	{ No normal avenue of promotion. }				
Steam Crane Fireman Steam Crane Drivers		{ To be considered in the C.M.E. depart- ment. }			

Unit II—Coal Handling for K. P. Docks.

Porters	Coal Tindals	Number Takers	As for Number Takers in unit I (department- wise)
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Lascars	} 2nd Seacunny Deck Serangs	Seacunnies	May stand for Inland Masters after acquiring requisite qualifications.	
		No normal avenue of promotion		
Bhandaries	{	Cooks		No further normal ave- nue of promotion.
		Lascars		Subsequent promotion as for Lascars above.
Topaz Telephone Lascars	} No normal avenue of promotion.			

<i>Units II and III—Anchor Vessels, Heave-up Boats and Mooring Crew.</i>		
Lascars, Unit II	Tindals, Unit II	Serang
	or	
	Skin Divers in the	
	grade Rs. 59-1-69.	
Lascars	Majis, Unit III	Tindal
	or	
	Skin Divers in the	
	grade Rs. 59-1-69	

Skin Divers may also be eligible for promotion to Divers in the grade of Rs. 59-1-69 plus a special diving allowance. Lascars of Mooring crew are not eligible for promotion to Skin Divers.

<i>Unit IV—Hawser Boats and Divers Boats.</i>		
Lascars	Manjis	No further normal avenue of promotion.

<i>Unit V—Tukta Ghat.</i>		
Pahriwallas	Asstt. Cassab	{ Cassab Buoy Supervisor
		No further normal avenue of promotion.
Carpenter	No normal avenue of promotion.	

Willing Pauriwallas and Lascars in different units under the Mooring Master shall be sent up for training as Gas Cutters, and after training if found suitable they are promoted to the post of Gas Cutter in the grade of Rs. 32-1-36 plus Gas Cutting allowance of Rs. 10/-. In selecting these workers the training, seniority must not be ignored.

<i>Sub-Section—Dock Master.</i>		
<i>Unit I—Berthing Establishment.</i>		
Bhandari (*)	{ Lascars	Head Lascars
Bhandaries (*)		{ Cassab Buoy Supervisor
		Tindals.

(\*) The next promotion post is that of the Serang in the grade Rs. 59-69 and thereafter the post of Head Serang in the grade of Rs. 59-69 plus a special allowance of Rs. 6/-.

*Unit II—Jolly Boats.*

Bhandaris(*)	Lascars	Manjies	Tindals Serang.	Remarks *25% of posts of Lascars and Coal Trimmers shall be open to the Bhandaris of different grades and they may opt for transfer to the posts of Lascars and Coal Trimmers in the lowest grades and fall in line with them for promotion.
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*Unit III—Motor Jolly Boat*

Lascars . . . Manji Drivers . . .

Bhandaris(*)	Bhandari	Lascars	<i>Unit IV—Tugs &amp; Launches.</i> Second Seacunnies Tindals	Seacunnies No further normal avenue of promotion.	May stand for Inland Masters after acquiring requisite qualification.
Topazes	No normal avenue of promotion.				

*Sub-Section III—Port Dredging  
Units I and II.*  
Serang

Durwan Khalasi Kodalimen Luggymen Coaler	Mate	Tindal	
	Lascars	Fireman	Crane Drivers.]



*Unit IV—Port Dredging*

Bhandari* . . . .	Bhandaris*	{ Cooks Servants.	To be considered with cooks and servants of Unit I.			The next promotions for E.R. Tindals are to the posts of E. R. Drivers and serangs and for the Deck Tindals to Deck Serangs and Inland Masters
Coal Trimmers . . .	Fireman	{ Greasers E. R. Cassabas E. R. Winchman	Engine Room Tindals			
Lascars . . . . .	2nd Seacunnies	{ Winchmen Deck Cassabs	{ Deck Tindals Leadsman Seacunnies	{ Deck Tindals.		
Topazes . . . . .	Blacksmith-cum-Carpenter.	{ No normal avenue of promotion.				

*Unit V—Motor Launches*

Greasers . . . . . Tindal. 2nd Class Drivers.

*Section IV—Port Pilotage Officer**Units I and II—P. V. Hooghly and Bengal*

Mess Boys	{ Saloon Servants Bhandaris(*) 2nd Cooks	{ Chief Cook. Cassabs	Butler. Tindals	Seacunnies	The next promotion post is that of the Serang on the grade Rs. 75—90.
Masalchi					
Saloon Boys					
Lascars Class II	Lascars Class I.				
Topazes . . . . .	No normal avenue of promotion.				

*Unit III—S. L. Aid*

Bhandari\* . . . . . Lascars }  
Cassab } Seacunny. Serang.

*Unit IV—Leadsman Quarters.*

Malis  
Sweepers  
Vistis  
Servants

{ No normal avenue of promotion.



## SECTION V—RIVER SURVEYOR

## Unit I—Encroachment Port Survey Party

Lascars Gr. III . .	Lascars Gr. II.	Lascars Gr. I.	{ Cassab. Leadsman.	Leadsman Tindal.	*25% of the posts of Lascars and Coal Trimmers shall be open to the Bhandaris of different grades and they may opt for transfer to the posts of Lascars and Coal Trimmers in the lowest grades and fall in line with them for promotion.
Bhandaris* . . .	} Cooks.				
Khitmitgars . . .					
Mali . . .	} No normal avenue of promotion.				
Sweeper . . .					
Telephone Peons . . .					

## Unit II—R.S.V. Guidi

Bhandari Gr. II* . .	Bhandari Gr. I.*	Servants	Cook Butler.			
Lascars Gr. III.	Lascars Gr. II	Lascars Gr. I.	Tide Watcher	{ Leadsman Cassab.	Seacunnies	The next promotion of Seacunnies is to the post of Serang in the grade Rs. 59—79.
Topaz . . .	No normal avenue of promotion.					

## Unit III—S. L. Water Witch

Bhandari* . . .	Servant	Cook	Butler			
Lascars Gr. III . .	Lascar Gr. II.	Lascar Gr. I.	Tide Watcher	Leadsman.	Seacunnies (Promotion fifth stage)	The next promotion of Seacunnies is to the post of Serang in the grade Rs. 59—79.
Topaz . . .	No normal avenue of promotion.					

## Unit IV—R.S.V. Path Finder

Masalchi . . .	Bhandaris*	{ Cook Servants.	Cook	Butler		
Tide Watcher . . .	Lascar Gr. II.	Lascar Gr. I.	Tide Watcher	Leadsman	{ Seacunnies Cassab	The next promotion of Seacunnies is to the post of Serang in the grade Rs. 59—79.

## Unit V—Motor Launches

Bhandaris* . . .	Lascars.	Seacunnies	Serang.
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## Unit VI—Akra Sounding Station

Lascars . . .	Seacunnies.	Leadsman.	Next promotion post is that of Serang in the grade of Rs. 66—120 after acquiring requisite qualification.
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*Unit VII—Hoogly Point Station*

Lascar Gr. III . . .	Lascar Gr. II.	Lascar Gr. I	{ Leadsman Signaller Cassab Butler	} Leadsman Tindal
Masalchi . . .	Bhandari Gr. I. ]	Cook		
Mali Khitmitgars Runner Sweeper Telephone Peon	{ No normal avenue of promotion.			

*Unit VIII—Row Boat II*

Lascars Gr. II . . .	Manjie	Tindal.
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\*25% of posts of lascars and Coal Trimmers shall be open to the Bhandaris of different grades and they may opt for transfer to the posts of Lascars and Coal Trimmers in the lowest grades and fall in line with them for promotion.

*Unit IX—Akra Semaphore*

Tide Observers . . .	Tindals
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*Unit X—Mayapore Semaphore*

&amp;

*Unit XI—Hoogly Point Semaphore*

(Promotion in each unit separately)

Lascars Tide Observers Watchers	{ Seacunny.	
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{ Leadsman Tindal.
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Promotion is confined to each unit. The next promotion for Leadsman and Tindal is the post of Serang in their respective unit, after acquiring the requisite qualification.

*Units XII, XIII and XIV—Balari, Ganga & Saugar Semaphore*

Runners . . .	Tide Observers.	Tindals.	Attendants. (class III posts)
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*Unit XV—Rajabagan Semaphore*

Lascar  
Watcher } Tindal.

*Unit XVI—Higher Reaches Survey Party*

Lascars . . .	Tindal.	Tide Watcher	Leadsman	Leadsman Tindal.
Officers' servants	} Cook	Butler.		
Bhandaris*				
Topaz . . .	No normal avenue of promotion.			

*Unit XVII—Diamond Harbour Signalling Station.*

Tide Observers . . . Attendant (Class III)

*Unit XVIII—Bansbaria Tidal Station*

Tide Watchers . . . Tindal.

*SECTION VI—Dry Dock*

Lascars . . . Tindals.  
Carpenter Gr. II . . . Carpenter Gr. I.

Next promotion for tindal is to the post of Serang in the grade Rs. 60—75 after acquiring requisite qualification.

*SECTION VII—Lighting**Unit I—Office*

Gas Lascar Gr. II . . . Gas Lascar Gr. I.

\*25% of posts of Lascars and Coal Trimmers shall be open to the Bhandaris of different grades and they may opt for transfer to the posts of Lascars and Coal Trimmers in the lowest grades and fall in line with them for promotion.

*Unit II—M. V. Jeyoti (Replace by Vesta)*

Lascar . . . Seacunny.

Seacunny may qualify for In-land Master.

Bhandari \*  
Sweeper } No normal avenue of promotion.

## SECTION VIII—BOAT &amp; REGISTRATION.

Lascars	}	Painter Gr. II	Painter Gr. I.
Manjee			
Jamadar	.	.	No normal avenue of promotion.

Free quarters are provided to one of the Lascars who gets an allowance of Rs. 15/- p. m. [for additional work as Care-taker for the office. This post should be given to the senior-most lascar in the unit.

## SECTION IX—LIGHT VESSELS

Lascars Gr. II	.	Cassab Lascars Gr. II.	}	Lascars Gr. I	{	Seacunnies Light Tindals Cl. II Lamp Trimmers Cl. I Lamp Trimmer Cl. I Lamp Tindals Cl. II	}	Light Tindals Class I.	Serang Class II	}	Next promotion post is Serang Cl. I in the grade of Rs. 55—65 plus daily allowance of Rs. 20/-.
		Lamp Trimmer Cl. II.		..							
Topazes	.	.		No normal avenue of promotion.							
Bhandaris	.	.		May opt for the post of Lascars and fall in line with them.							25% of the posts of Lascars are open to the Bhandaris.

## SECTION X—DESPATCH.

<i>Unit I—D. V. Dumavne.</i>			
Lascars Gr. II	.	Lascars Gr. I.	{ Cassab Leadsman } Seacunnies } Serang
Masalchi	.	Bhandaris*	{ Servant. } Tindal } Butler
Topazes	.	No normal avenue of promotion.	Cook

*Unit II—D. V. Nadia.*

Lascar Gr. II	.	Lascar Gr. I.	.	Cassab Leadsman }	Seacunnies Tindal }	Serang	*25% of posts of Lascars and Coal Trimmers shall be open to the Bhandaries of different grades and they may opt for transfer to the posts of Lascars and Coal Trimmers in the lowest grade and fall in line with them for promotion.
Masalchi	.	Bhandaries *	.	Servants	Cook	Butler	
Gas Lascars Gr. II	.	Gas Lascars Gr. I	.				
Topazes	.	No normal avenue of promotion.					

Leadsman . . . Tindal . . . Serang  
 Topazes . . . No normal avenue of promotion.

*Unit III—Empire Oberon.*

Lascar Gr. II . . . Ma'hi . . . Tindal

*Unit IV—Row Boat I.*

Watchers . . . Artificer watcher .  
 Cook . . . }  
 Sweeper . . . } No normal avenue of promotion.

*Unit V.—Saugar Light House.*

SECTION XI—DREDGER SERVICE.

*Units I, II and III—Dr's. Belari, "Cangra" & Jelangi.*

Masalchi . . . Bhandaris\* . . . { Cooks Gr. II } Cook Gr. I Butlers  
 Lascars Gr. II\* . . . Lascars Gr. I . . . { Servant }  
 Tide watchers { Cassabs } { Seacunnies }  
 Leadsman { Tindals }

Topazes . . . No normal avenue of promotion.

The next promotion for seacunnies & Tindals is to the post of Deck Serangs in the grade Rs. 59-79.

*Units IV and V —Dr's Heron and Lapwoig.*

Lascars . . . Seacunnies . . .  
 Firemen . . . Driver . . .  
 Bhandaris . . . May opt for the post of Lascars and fall in line with them for promotion.

H. DEPARTMENT—CHIEF MACHANICAL ENGINEER  
SECTION—SOUTH WORKSHOP—UNIT I—FITTING SHOP.

Unskilled workers	Store khalasis	See Table A.				
	Rigging & Shingling Khalasis	See Table B.				
	..		Fitter Gr. II	Fitter Gr. I	Fitter Gr. A.	J.S.
	..				L. H.	
	..		Coppersmith Gr. II	Coppersmith Gr. I	L.H.	J.S.
	..		Markers Gr. II	Markers Gr. I	..	J.S.
	..		Painters Gr. II.	Painter Gr. I.		

Unit II—Machine Shop :

Unskilled workers	Hammerman	See Table D.	Turners Gr. II	Turners Gr. I	Turners Gr. A.	J.S.
	R.S. Khalasis	See Table B.			L.H.	
	..		Machinist Grad. II	Machinist Gr. I	Machinist	J.S.
	..		Machinemen Gr. II	} See Table C.	Gr. A.L.H.	J.S.
	..		Borers Gr. II			
	..		Millers Gr. II	} See Table E.		
	..		Drillers Gr. II.			
	..		Tool grinders Gr. II.			
	..		Millwright Fitter Gr. II.			

Unit III—Millwright Shop :

Unskilled Workers	Store Khalasis	See Table A.				
	Pump Drivers	See Table B.				
	Oilers	May be considered for Air Compressor Attendant.				
	Moochies	No anvenue for promotion.				
	..		Millwright			
	..		Fitters Gr. II	} See Table E.		
	..		Grinders Gr. II			
	..		Air Compressor Attendant.			
	..		Tindal	See Post Table 'B'	(To become Tindals unskilled workers have to pass through the R. & S. Khalasi or Pump Drivers or Furnace hand).	

*Unit IV—Boiler Shop :*

Unskilled workers	R. S. Khalasis	See Table B.			
	Sub Store Attdt.				
	and Stores Khalasis	See Table A.			
	Hammerman	Angle Smith & Blacksmith Gr. II	See Table D.		
	Carpenter Gr. II	See Post Table F.			
	Rivet Attendant	Rivetter Gr. II	Rivetter Gr. I	L. H. }	J. S.
	Holdermen	Plater Gr. II	Plater Gr. I	L. H. }	J. S.
	..	Boiler maker Gr. II	Boiler maker Gr. I	L. H. }	J. S.
	..	Boiler fitter Gr. II	Boiler Fitter Gr. I		
	..	Punchingman			
	..	Bolt machineman			
	..	Gr. II			
	..	Driller Gr. II	See Table C.		
	..	Gas Cutter	See Table A3		

*Unit V—Chain Testing Shop*

Unskilled Workers	R. & S. Khalasis	See Table B.			
	..	Vicemen Gr. II	Vicemen Gr. I	..	J.S.

*Unit VI—General Foremen's Section :*

Unskilled workers	R. & S. Khalasi	See Table B.			
Coolies					
Sweepers					
Mali					
Visty	Store Khalasi	See Table A.			

*Unit VII—New Buoy Repairing Yard*

Unskilled workers	Hammermen	Blacksmith Gr. II			
	..				
	..				
	Rivet Attdt.	Plater Gr. II.			
	Holdermen	Riveter Gr. II	Rivetter Gr. I	..	J.S.
		Caulker Gr. II			
		Fitter Gr. II—	No normal avenue of promotion.		

*Unit VIII—Pattern & Foundry Shop*

Unskilled workers	R. & S. Khalasis	See Table B.	
	Store Khalasis	See Table A.	
	Helper Furnace	Furnacemen Gr. II	Furnacemen Gr. I
	..	Mason Gr. II	
	..	Fitter Gr. II	May apply for transfer to the grade of Moulders Gr. II and fall in line with them for promotion.
	..	Coremaker Gr. II	Coremaker Gr. I
	..	Moulder Gr. II	Moulder Gr. I
	..	Pattern maker Gr. II	See Table F.
	..	Carpenters	See Table F.
	..	Joiners Gr. II	

*Unit IX—Outdoor Foreman's Section*

Unskilled workers	Store Khalas.	See Table A.			
	R. & S. Khalasi	See Table B			
	..	Fitter Gr. II	Fitter Gr. I	L. H.	J. S.

*Unit X—Crane repairing Yard*

Unskilled workers	Rigger	Crane Riggers	Gunners in D. E. House. See
	..	in D. E. House.	Table J.
	Hammer-man	Blacksmith Gr. II	No further normal avenue of promotion.
	..	Riveters Gr. II	} See Table G.
	..	Platers Gr. II	
	..	Fitters Gr. II	

*Unit XI—Blacksmith Shop*

Unskilled workers	Store Khalasi	See Table A.
Cook, Topaz	R. & S. Khalasis & Furnace Hand	See Table B.
	Hammerman	See Table D.
	..	Mason Gr. II
	..	Machineman Gr. II



## Unit XII—A.P.F. Section

Unskilled workers	Store Khalasis	See Table A.	I.C.E. Fitter Gr. II	I. C. E. Fitter Gr. I	I.C.E. Fitter Gr. A.	J.S.	Promotion of R. & S. Khalasis to the post of I.C.E. Fitter Gr. II is in addition to their normal avenue of promotion to the post of Tindals (Table B).
	R. & S. Khalasi	I.C.E. Fitter Gr. II					
					L. H.		
					Mobiles Crane		
					Driver in the Grade		
					Rs. 82-105.		
					Mobile Crane Driver.		
		B. T. Driver		Jitney Driver			

## SECTION II—WAGON REPAIRING SHOP

Unskilled workers	Mochi :																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		</
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## SECTION III—ISLAND WORKSHOP

## (Unit I—Marine Foreman's Section)

Unskilled Workers	Store khalasis	See Table A.	Tindals	Lascar Segang	No normal avenue of further promotion.	J.S.
	R. & S. Khalasis	..				
	Hammerman	..	Blacksmith Gr. II			
	..	..	Driller Gr. II			
	..	..	Air Compressor Atttd.			
	..	..	Gr. II			
	..	..	Turner Gr. II			
	..	..	Mason Gr. II			
	..	..	Coppersmith Gr. II	Coppersmith Gr. I	L.H.	J.S.
	..	..	Boiler-maker Gr. II	Boiler-maker Gr. I	L.H.	J.S.
	..	..	Fitter Gr. II	See Table H.		

*Unit II—Shipwright Section*

(Island &amp; North Workshop)

nskilled workers	Store Khalasis	See Table A.				
	Oiler	May be considered for Air Compressor Attendant.				
	Mochi	} No normal avenue of promotion.				
	Beluman					
	Hammerman		Blacksmith Gr. II.			
	R. Attendant		Riveters Gr. II	Riveters Gr. I	L.H.	J.S.
			Platers Gr. II	Platers Gr. I	L.H.	J.S.
			Joiner Gr. II	Joiner Gr. I	L.H.	J.S.
			Carpenter Gr. II	Carpenter Gr. I	L.H.	J.S.
			Saw Mill Carpenter and Saw Sharpen Gr. II.	Saw Mill Carpenter Gr. I	L.H.	J.S.
			Caulker Gr. II	Caulker Gr. I		
			Fitter Gr. II			
			Burmoder Gr. II	Burmoder Gr. I		J.S.
			Letterman and Painter Gr. II.	Painter Gr. I	L.H.	
			Sailmaker Gr. II	Sailmaker Gr. I	L.H.	
			Diesel & Driver	No normal avenue of further promotion.		
	R. & S. Khalasi		Tindals	Yard Gunner	Gunner.	
			Gas Cutter	See Table A 3.		
			Caneman	} No normal avenue of further promotion.		
			Mason Gr. II			
			Toolsmith Gr. II			
			Punching man Gr. II			
			Air Compressor Attendant.			
Learner			Beat Builder Gr. II.	Boat Builder Gr. I	L.H.	J.S.
Coal Trimmers			Fireman	St. Crane Driver.		

# SECTION IV—ELECTRIC

Promotion shall be unit-wise, except when a suitable man for the promotion posts is not available within the unit, the claim of workmen of the other units doing comparable jobs shall be considered in a post for the promotion post.

## Unit I—Jetties

Unskilled Workers	Store Khalasi	See Table A.						
	Hammerman	Blacksmith Gr. II	} See Table K.					
	..	Carpenter Gr. II						
	..	Fitter Gr. II				Fitter Gr. I.		
	..	Tindal			No further avenue of promotion.			
	Overhead & Slinging Khalasi.							
		Electricians Gr. II (Cranes, Lifts & Motors)	Electrician Gr. I	} L.H. . }			J.S.	
		Electricians Gr. II (Wiring, Lamps & Fans).	Electrician Gr. I					
			Electrician Gr. I					
			Electrician Gr. I (Overhead Mains).				J.S.	

## Unit II—K.G.D. & G.R.J.

Unskilled Workers	Store Khalasi	See Table A.				
	Hammerman	Blacksmith Gr. II	} See Table K.			
	..	Painter Gr. II				
	..	Carpenter Gr. II				
	..	Fitter Gr. II	Fitter Gr. I	L.H.		J.S.
H. & R. Khalasi		Electrician Gr. II (Cranes, Motors & Lifts)	Electrician Gr. I	L.H.	}	J.S.
		Electrician Gr. II (Lighting, Fans and Lamps wiring).	Electrician Gr. I	L.H.		
			Electrician Gr. I (Overhead mains).		}	J.S.
			Electrician Gr. I (Elec. Workshop).			

## Unit III—K.P.D.

[illegible]

*Unit IV—Switch Board Cable jointing (Electric Section-wise).*

Electricians may also qualify for promotion to switch Board Attendants Gr. III, Gr. II and Gr. I.

Unskilled Workers—may qualify for Cable Jointing khalasis on the scale Rs. 35-50, then for Asst. Cable Joiner on the scale Rs. 60-75 and then for J.S. (Cable Joiner).

**SECTION V—BECKETS' PLANT (OUT STATION)**  
(Other than Crane Operational Staff)

Unskilled workers	Store Khalasis	See Table A.				
	Crane & Chute Khalasi	Crane Rigger				
	(Crane Operational staff)					
	Hammerman	Blacksmith	See Table K.			
	Rivet Attch.	Rivetter Gr. II	Rivetter Gr. I			
		Carpenter Gr. II	See Table K.			
		Fitter Gr. II	Fitter Gr. I	L. H.		J. S.

1. Semi-skilled workers may opt for transfer to crane khalasis or crane and chute khalasis (Crane Operational Staff)
2. Diesel Pump Driver shall be recruited from among unskilled workers working directly under Diesel Pump Drivers and I. C. E. Fitter Gr. II.

**SECTION VI—DIESEL SECTION (OUT STATION)**

(Other than Mobile Crane Operational Staff)

Unskilled workers and Khalasis.	Khaslasi Tindal	Store Khalasi	See Table A.			
		Tindal	No further normal avenue of promotion.			
		Hammerman	Blacksmith	See Table K.		
			Battery Truck Jitney Drivers			
			(Department-wise).			
		R. & S. Khalasi	Coppersmith Gr. II			
			Carpenter Gr. II	See Table K.		
			Fitter Gr. II	Fitter Gr. I	L. H.	J. S.
			I.C.E. Fitter Gr. II.	I.C.E. Fitter Gr. I.	I.C.E. Fitter Gr. A.	
			Trailer Pump Driver.			

Unskilled workers may also qualify for Gr. II skilled posts without being R. & S. Khalasis.

**SECTION VII—SPLICING (OUT STATION)**

Unskilled workers	...	Blacksmith Gr. II	See Table K.			
	...	Spliceman Gr. II	Spliceman Gr. I	L. H.		

## SECTION VIII—DOCK ENGINE HOUSE : (OUT-STATION)

(Other than Crane Operational Staff)

Unskilled workers	Store Khalasi . . .	See Table A.				
	Greasers . . .	See Note 1 below.				
	Electric Pump Driver . .	See Note 1 below	Diesel Pump Driver.			
	Hammerman . . .	Blacksmith Gr. II . .	See Table K.			
	Rivet Atttdt. . .	Rivetter Gr. II . .	Rivetter Gr. I.			
	..	Carpenter Gr. II . .	See Table K.			
	..	Turner Gr. II . .	See Table K.			
	..	Painter Gr. II . .	See Table K.			
	..	Tinsmith Gr. II . .				
	Bridge Khalasis . .	Fitter Gr. II . .	Crane-Riggers . .	Fitter Gr. I.	L. H.	G. S.

Gunner . . . See Table J.

1. Greasers and Pump Drivers and other semi-skilled workers may opt for transfer to the post of crane khalasis and crane and chute khalasis (Crane Operational Staff) and fall in line with them for promotion.
2. Diesel Pump Drivers are recruited from unskilled and semi-skilled workers who have worked directly under either Pump Drivers or I.C.E. Fitter Gr. II.

## SECTION IX—G.R.J. AND K.G.D. (OUT-STATION)

(Other than Crane Operational Staff)

Unskilled workers	Store Khalasis . . .	See Table A.				
	Hammerman . . .	Blacksmith Gr. II . .	See Table K.			
	Hammerman and Rivet Atttdt. . .	Rivetter. . .				
	..	Glasier . .				
	R. & S. Khalasis . .	Turner— See Table K.				
	..	Painter Gr. II . .	Letterman Gr. I. .	See Table K.		
	..	Tinsmith Gr. II . .				
	..	Fitter Gr. II . .	Fitter Gr. I . .	L. H.	J. S.	
	..	Carpenter Gr. II . .	Carpenter Gr. I . .	See Table K.		

1. Semi-skilled workers may be transferred to crane khalasis or crane and chute khalasis.
2. Unskilled workers may also qualify for Grade II skilled Trade without being R. & S. khalasis.

## SECTION X—JETTY ENGINE HOUSE (OUT-STATION)

*(Other than Crane Operational Staff)*

Unskilled workers	Store Khalasis	See Post Table A.	
	Tindal		Crane Rigger.
	Greasers	See Note 1. below.	
	..	Painter Gr. II	See Table K.
	Hammerman	..	Blacksmith Gr. I. . See Table K.
	..	Carpenter Gr. II	See Table K.
	..	Tinsmith Gr. II.	
	..	Rivetter Gr. II	Rivetter Gr. I. . K. H.
	..	Machinist Gr. II }	
	..	Turner Gr. II }	Turner Gr. I. . See Table K.
	..	Fitter Gr. II }	Fitter Gr. I . L. H. . J. S.

1. Semi-skilled workers including Greasers may opt for transfer to Crane Khalasis and crane and chute khalasis (Crane Operational Staff) and fall in line with them for promotion.

## SECTION XI.—CRANE OPERATIONAL STAFF (OUT-STATION)

\*D. E. H., Cal. Jetties, G. R. J., K. G. D.)

*Unit I—Becket Plants.*

Unskilled workers	Crane & Chute khalasis	Mechanical Coal Loading Crane Driver.	Crane Tindal.
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*Unit II—Mobile Cranes*

Khalasi	Mobile Crane Driver
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## Unit III—Steam Cranes

Unskilled workers	Coal & Watermen & Coal Trimmer.	Fireman	Steam Crane Driver	Scotch Crane Driver.	Steam Crane Driver (20,15 Promotion and 10 tons B. P. Cranes.) Department- wise.
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## Unit IV—Diesel, Electric and Hydraulic Cranes

Unskilled workers	Crane Khalasis	Lift Drivers	<div><div>Crane Drivers (Electric)</div><div>Crane Drivers (Hydraulic).</div></div>	29 Berth Crane Drivers.	Crane Tindals.	See Below.
	29 Berth Crane Drivers	<div><div>Crane Tindals</div><div>Diesel Crane Driver or Heavy Electric Crane Driver.</div></div>	Head Crane Tindals.	Diesel Engine Driver	Head Diesel Engine Driver.	
	Crane Tindals	<div><div>Diesel Crane Driver or Heavy Electric Crane Driver.</div><div>Head Crane Tindals.</div></div>	Head Diesel Engine Drivers.			

1. All semi-skilled workers may opt for transfer to the post of crane khalasis and chiute and crane khalasis (Crane Operational Staff) and fall in line with them for promotion.

## SECTION XII— LOCO SHED (OUT- STATION)

Unskilled workers	Store khalasis	See post Table A.			
Loco cleaners,	Hammerman	Blacksmith Gr. II	See Table K.		
Coalman,	Trolleyman	Washout Boiler Atttdt.			
Oilmen,	E. Pump Driver.	Boiler Maker Gr. II	Boiler Maker Gr.	L. H.	J. S.
Cleaners.	Water Softening Plant. & Pump Atttdt.	Fitter & Viceman Gr. II.	Fitter & Viceman Gr. I.	L. H.	
B. D. Gang Khalasi		Fireman		Loco Driver.	
		B. D. Gang Tindal.			



SECTION XIII—TRAIN EXAMINING STATION (OUT STATION)

Unskilled workers	Tool keeper & Store khalasi.	See post Table A.			
Tr. Fitter Labour Tester.	Hammerman	Blacksmith	See Table K.		
Vac. Khalasi	Semi-skilled labour including wheel tappers and wheel gauger.	Carpenter Gr. II.			
Khalsi.		Tinsmith Gr. II.			
		Riveter Gr. II.			
	Greasers	Lettermen	See Table K.		
		Vac. Fitter Gr. II.	Vac. Fitter Gr. I.		
		Fitter G. II.	Fitter Gr. I.	L. H.	J. S.

SECTION XIV—DOCK BASIN MACHINERY (OUT STATION)

Unskilled workers	Diving khalasi	Blacksmith Gr. II.	Skin Divers	Head Skin Diver		
Dandy	Hammerman	Tindal	See Table K.			
	Asstt. Tindal	See post Table A.				
	Store khalasi	Carpenter Gr. II.	See Table K.			
	Capstan khalasi	Greaser and E. Pump Drivers.	Fitter Gr. II	Fitter Gr. I.	L. H.	J. S.
	R. & S. Khalasi	C.P.B. Operator		Diesel Pump & Air Compressor Room		
				(Attdt. (a))		
Coal Trimmers		Boiler Attendant Fireman.	See Table A1.			

(a) Promotion from Fitters with Diesel Experience.

SECTION XV—HYDRAULIC PUMP STATION (OUT STATION)

Unskilled workers	R. & S. Khalasi	Fitter Gr. II.	Fitter Gr. I.	L. H.	J. S.
	Greasers.	C. C. & P. Operator	Caisson Tindal		
		Electric Pump Driver.	Air Compressor & Pump Attendant.		
	Store Khalasi	See post Table A.			

## SECTION XVI—MAIN PUMPING STATION (OUT STATION).

Unskilled workers	•	_____	Fitter Gr. II.		
Unskilled workers	•	Greasers.			
Coal Trimmers	•	Greasers	Boiler Attendant &	Driver	See Table A 1.
Coal Trimmers	•	_____	Fireman.		

## SECTION XVII—VESSELS OPERATING STAFF (OUT STATION)

## Unit I—C. V. Atlas, Samson, Washington and 20 ton Floating cranes

Bhandary (a)	•	Cook.			
Lascar	•	2nd Seacunny.	{ Winchman	{ Gunner	
			{ Seacunny.	{ Inland Master	
(a) Bhandaries may opt for the posts of lascars and then fall in line with them for promotion.					
Coal Trimmer	•	Fireman	{ Greaser	_____ Tindal	{ Crane Driver (must have 2nd
			{ _____	_____	{ class Boiler Certificate or
					{ 2nd class Engine
					{ Driver (must have
					{ 2nd class St. Drivers'
					{ Certificate).
Topaz—		has no avenue of promotion.			

## Unit II—Jet Drivers.

Lascars	•	{ Cassab	Tindals	Scrang
		{ Winchman		
Greasers	•	Tindal	Driver	

## Unit III—M. L. Morne

Lascars	•	3rd Class Scrang.		
Bhandaris may opt for the posts of Lascars and then fall in line with them for promotion..				

## DEPARTMENT—CHIEF MECHANICAL ENGINEER

(Promotion—Department-wise)

TABLE A

Peons	{	Head Peons	Duffries	Jamadars	Field Sarkar
Cycle Peons					or
Orderlies					Gate Sarkar.
Store Khalasi					
Sub Store Attdt.	{	Store Sirkars, Record Sirkars' Tube-well Sarkars, Store clerks,			
Tool keepers					

Coal Trimmers .	Boiler Attendant & Fireman.	St. Crane Driver.	TABLE A 1 Scotch Crane Driver.	St. Crane Drivers. (20, 15 & 10 tons B.D. Cranes).
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TABLE A 2 <i>Electricians—additional avenues of promotion</i>				
Electricians Gr. II	Impounding Pump Drivers & Lift Bridge Drivers. (Dock Basin Machinery & Jetty Engine House).			

TABLE A 3				
Unskilled workers	Gas Cutters	} Gas welders. Electric welders (Junior)	J. S. Electric Welders	Head Electric welder.

TABLE B <i>R. &amp; S. Khalasis &amp; Pump Drivers, South Workshop (Recruitment &amp; Promotion—Section-wise)</i>				
Recruiting grades & Description of jobs	Promotions grade (1st stage)	Promotion grade (2nd stage)	Promotion grade (3rd stage)	
Unskilled . . . . .	R. & S. Khalasis Pump Drivers (Millwright shop). Furnace Hand (Blacksmith shop).	} Tindals	Gunners Overhead Crane Drivers.	

<div>TABLE C</div> <div>Drillers, Machineman, Punching Man, Borer and Miller.</div> <div>(Machine shop and Boiler shop considered together).</div>					
	Promotion grade (1st stage)	Promotion grade (2nd stage)	Promotion grade (3rd stage).		
Machine shop : Miller Gr. II	} Borer Gr. (Machine shop)	} Miller Gr. A Leading Hand Machine shop)	} Junior Supervisor (Machine shop).		
Borer Gr. II.					
Machineman Gr. II					
Boiler shop	} Bolt Machineman				
Bolt Machineman Gr. II.	} Gr. I. (Boiler shop)	}	}		
Punchingman Gr. II.					

TABLE C—*conid.*

<i>Machine shop :</i>			
Driller Gr. II	Driller Gr. I	}	Leading Hand (Machine shop)
<i>Boiler shop :</i>			
Driller Gr. II.	Driller Gr. I	}	Driller Gr. A. (Machine shop).

TABLE—D

*Hammermen & Blacksmiths*  
(*Boiler Shop, Blacksmith Shop, Machine Shop, Buoy Repairing Yard*)

Boiler Shop	Hammermen	}	Anglesmith Gr. II	Anglesmith Gr. I.	}	L. H.	J. S.
Blacksmith Shop	Do.		Blacksmith Gr. II	Blacksmith Gr. I.		L. H.	J. S.
Machine Shop	Do.	}	Blacksmith Gr. II.	Blacksmith Gr. I.			
New Buoy Repairing	Do.		Blacksmith Gr. II	Toolsmith Gr. I. Tool Maker Gr. I.			

TABLE—E

*Millwright Fitters, Grinders & Tool grinders.*

(*Millwright Shop & Machine Shop*)

Millwright Shop	Millwright Fitter Gr. II	}	Millwright Fitter	}	}	L. H.	J. S.
Machine Shop	Do.		Gr. I. Do.				
Millwright Shop	Grinder Gr. II.	}					
Machine Shop	Tool grinder Gr.		Tool grinder Gr. I.			L. H.	

TABLE—F

*Carpenters, Joiners and Pattern Makers of Pattern Foundry Shop & Boiler Shop.*

Boiler Shop	Carpenter Gr. II	}	Pattern Makers Gr.	}	}	L. H.	J. S.
Pattern & Foundry Shop.	Pattern Makers Gr. II						
	Carpenters & Joiners Gr. II.	}	Carpenters Gr. I.				

TABLE—G

*Fitters, Platers & Rivetters*

*(Crane Repairing Yard & Dock Engine House).*

Crane Repairing Yard	Fitter Gr. II	}	Fitter Grade I	}	L. H.	}	J. S.
Dock Engine House	Do.		Do.		L. H.		J. S.
Crane Repairing Yard	Platers Gr. II.	}	Platers Gr. I	}		}	
Dock Engine House	Nil		Nil				
Crane Repairing Yard	Riveters Gr. II.	}	Riveters Gr. I.	}		}	
Dock Engine House	Do.						

TABLE—H

*Fitters (Marine Foreman's Section & Shipwright Section)*

Marine Foreman's Section.	Fitters Gr. II	}	Fitters Gr. I.	L. H.	J. S.
Shipwright Section	Fitters Gr. II.				

TABLE—I

Unskilled and semi-skilled labour of the Chief Mechanical Engineer's Department may apply for the post of Diesel Pump Drivers of Loco Shed and Train Examining Section.

TABLE—J

Riggers	}	Crane Riggers	}	Gunners
(Crane Repairing Yard).		(Dock Engine House & Becket Plant).		(Dock Engine House).
Crane Chute Khalasis (Dock Engine House and Becket plants).				

TABLE—K

The following categories of skilled workers Gr. II in the out-stations including Electric Sections shall be considered in the pool for further promotion :

<i>Categories</i>	<i>Promotion post</i>
Turner Gr. II and Machineman Gr. II	Turner Gr. I (Jetty Engine House and Diesel Section).
Blacksmith Gr. II	Blacksmith Gr. I (Jetty Engine House).
Letterman and Painter Gr. II	Letterman Gr. I (Train Examining Section).
Carpenters Gr. II.	Carpenter Gr. I ( C.R.J. & K.G.D. & K.P.D. Electric Section).

## I. DEPARTMENT — CHIEF ENGINEER

SECTION I—CENTRAL  
(Department-wise)

Peons,	}	Head Peons	}	Duftries	}	Distributors . . . . .	..
Cycle Peons, Orderlies, Boys		Record Suppliers		Jamadars		..	..
Khalasis attached lorries.		Lorry Sarkar . . . . .		..		..	..
Chain Trolleyman	}	No normal avenue of promotion. See Note below					
Ferro Printers							

## Note :

1. Promotions to Assistant Head Carpenters, Head Carpenters and Amin Mistry in the Chief Engineer's Department shall be department-wise.
2. For skilled and semi-skilled Trademen, Jetty Workshop including Budge Budge section is one unit.

Note 1. Those who have no normal avenue of promotion may opt for transfer to any other Class IV job (in the recruiting grade) and fall in line with the incumbents of the job for promotion.

## SECTION II.—EXECUTIVE ENGINEER, CALCUTTA

## Unit I.—Buildings, Road and Fencing.

Chain & Trolleyman	No normal avenue of promotion. See Note I under Sec. I.		
Khalasis . . . . .	Plumbing khalasis	Plumbing Mistry.	
Mazdoors . . . . .	{ Mates		
	{ Also semi-skilled or skilled jobs to which they may be attached.		
Mason . . . . .	Amin Mistry.		

## Unit III—Jetty Workshop

## Sub-unit (a)

Khalasis . . . . S. W. Khalasis . . . .	} S. W. Khalasis Erectors Mate	S.W. Tindals	S.W. Serangs.

## Sub-unit (b)

Khalasis Porters	} Helpers to	(i) Fitters	} Fitters Gr. II	} Fitter Gr. I
		(ii) Platers		
		(iii) Rivetters	} Rivetter Gr. II	} Rivetter Gr. I
		(iv) Vicemen		
			} Viceman Gr. II	} Viceman Gr. I

## Sub-unit (c)

Unskilled workers . . . .	Carpenter	Asst. Head Carpenter	Head Carpenter.
---------------------------	-----------	----------------------	-----------------

## Sub-unit (d)

Khalasis . . . . Hammerman . . . .	Blacksmith.
------------------------------------	-------------

## Sub-unit (e)

Khalasis . . . . Marker Helper. . . .	Marker . . . .	Tin Plate Markers
---------------------------------------	----------------	-------------------

## Sub-unit (f)

Khalasis . . . . Helpers to Tin and Smith	Tin & Copper Smith Gr. II	Tin & Copper Smith Gr. I
---	---------------------------	--------------------------

## Sub-unit (g)

Khalasis . . . . Helper to Turner	Asst. Turner	Turner
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## Sub-unit (h)

Khalasis . . . . Helpers to Drillers	Drillers
--------------------------------------	----------

## Sub-unit (i)

Khalasis . . . . Helpers to Welders	Electric Welder Gr. II Electric Welder Gr. I	
	Oxy-Acetylene Welder Gr. III Oxy-Acetylene Welder Gr. I	

*Unit III—Budge Budge Water Supply*

Khalasi . . . . Fitter Mistry Gr. II      Fitter Mistry Gr. I

Cleaner . . . . Fireman (Howrah Bridge) Pump Driver  
(Howrah Bridge)

Khalasis . . . . Plumbing Khalasis      Plumbing Mistry

Tindals—To be considered with Tindals in Jetty Workshop.

Oil Engine Drivers who must have a certificate are recruited direct.

*Unit IV.—Permanent way*

Wayman	.	.	Keyman	.	.	Mate	Mistry
Helper	.	.	Hammerman	.	.	Blacksmith	
TroHymen	.	.					
Driver	.	.	} No normal avenue of promotion. See Note I under Section I.				
	.	.					

## SECTION III.—EXECUTIVE ENGINEER—K.P.D.

*Unit I.—Labour Supervisor*

Visty . . . . }  
Farash . . . . }  
Survey khalasi . . . . } No normal avenue of promotion. (See Note I under Section I).  
Chainman . . . . }  
Mali . . . . }

Hammerman	.	.	Blacksmith Gr. II	.	Blacksmith Gr. I
Maitar Cooly	.	.	Maitar Mason	.	.
Mazdoors	.	.	Mate	.	Ashphalton Mistry

Helper	.	.	} Next higher grade, if any
or	.	.	
Semi-skilled or	.	.	
Skilled jobs to which they are attached.	.	.	

Khalasis	.	.	Plumbing Khalasis	Plumbing Mistry.
	.	.	or	
	.	.	Semi-skilled or skilled jobs to which they are attached.	} Next higher grade, if any
	.	.	Maitor Cooly	
	.	.	Maitor Mason	



Mazdoors attached to

- |               |           |
|---------------|-----------|
| (i) Masons    | Masons    |
| (ii) Fitter   | Fitter    |
| (iii) Painter | Painter   |
| (iv) Rivetter | Rivettman |
| (v) Carpenter | Carpenter |

Viceman Gr. II  
Sign Board writer.

Viceman Gr. I

Viceman Gr. I

Masdoor Helper.

Gas Welder.

*Unit II—Permanent Way*

Waymen	Keymen
Mazdoor	} Hammerman
Bellowsman	

Mate                      Mistry

Blacksmith

Mazdoor                      Helper

Welder

Unskilled labour attached  
to :

- |                |
|----------------|
| (i) Tinsmith   |
| (ii) Carpenter |

Tinsmith  
Carpenter

*Unit III—Mechanical Plant.*

Diesel Road Roller Cleaner  
Unskilled Labour.

Diesel Road Roller Driver

Rivet Attendant

Tindal  
Rivetter

Rivetter

L.H.

Mazdoor or Khalasi attached to

- |                    |
|--------------------|
| (i) Carpenter      |
| (ii) Marker Helper |
| (iii) Painter      |

Carpenter Gr. II  
Marker Helper  
Painter

Carpenter Gr. I  
Marker.

Pump Driver

{ Mixer	} Dumper Driver
{ Compressor Driver	
{ Diesel Engine Driver	

{ Dragline Operator	} {
{ Bull Dozer Operator	
{ Scraper Operator	

Erector  
teel Work Fitter

{ Asst. Steel work Serang.	} Hd. Steel work serang.
{	

## SECTION IV.—EXECUTIVE ENGINEER, K.G.D. &amp; SOUTH

*Unit I—Permanent Way*

Wayman . . .	Keyman	Mate	Mistry
Belowsman	} Blacksmith		
Hammerman.			
Helper . . .	Welder Gr. II	Welder Gr. I	
Store Mali	} No normal avenue of promotion. See Note I under Section I.		
Trolleyman.			

*Unit II—Halt Train.*

Coupling Porters.	Gunners	Head Gunner.
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*Unit III—Port Drivers*

. . .	Manji
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*Unit IV—Silt Pumping Plant, Chetla & K.G.D.*

Bellowsman . . .	} Blacksmith		
Hammerman			
Chainman	} No normal avenue of promotion. See Note I under section I.		
Dome			
Luggyman . . .			
Dollyman . . .			
Coalers . . .			
Coal Mazdoor . . .			

Khalasis . . . . .	Fireman.	Crane Drivers (Reclamation)
Khalasis . . . . .	Fireman	Drivers (Crane Dredgers)

Mazdoors . . .	Mate	
Mazdoors attached to	(i) Fitter	Fitter
	(ii) Carpenter	Carpenter
	(iii) Rivetter	Rivetter
	(iv) Number Taker	Number Taker

## ANNEXURE—IV

*Grades and scales awarded by the Tribunal for different categories of engineering jobs in the Department of the Chief Engineer:*

(S) indicates "Skilled"  
(S S) indicates "Semi skilled".

Designations	Existing grades		Revised grades	
	Rs.		Rs.	
1. Blacksmiths . . . . .	36—1/2—40	}	40—7—60	(S)
	39—1—44			
	44—1/2—49			
	39—1/2—44		40—2—60	
2. Carpenters . . . . .	44—1—54	}		(S)
	30—1/2—35		35—1—50	
3. Chainmen . . . . .			(S S)	
4. Cleaners . . . . .	30—1/2—35		35—1—40	
5. Drivers :				
(a) Compressor . . . . .	54—2—64		55—2—65—5/2—70	
(b) Crane . . . . .	40—2—60		50—2—60—E.B.—5/2—75	
(c) Diesel Engine . . . . .	54—2—64	}	60—5/2—80	
	54/—(Fixed)			
	60—2—80			
	42—1—49			
(d) Oil Engine . . . . .	60—2—80	}	60—5/2—70	
(e) Diesel Road Roller . . . . .	60—1—65			
(f) Steam Road Roller . . . . .	70—4—90		75—4—95—5—100	
(g) Dumper . . . . .	41—1/2—44		40—2—60	
(h) Motor Mill . . . . .	37—1—44		35—1—50	
(i) Pump . . . . .	41—1/2—44	}	50—2—60	
(j) Winch . . . . .	36—1—41			
Winchman . . . . .				
6. Electricians Gr. A . . . . .	66—1—70		75—3—90—E B—3—105 (S)	
7. Electric Mistry . . . . .	59—1—64		60—5/2—75	
			(S)	
8. Erector] . . . . .	44—1/2—49		40—2—60	
			(S)	
9. Ferro Printer . . . . .	32—1/2—37		35—1—50	
			(S S)	
10. Fitter . . . . .	37—1—44	}	40—2—60	(S)
	39—1/2—44			
	41—1/2—44			
	44—1—54			
11. Firemen . . . . .	30—1/2—35	}	(a) Certified Rs. 40—2—60 (S S)	(S.S.)
	34—1—39		(b) Others (S.S.)	
	36—1/2—40		(i) Steam Cranes Rs. 40—1—50.	
			(ii) Other than Steam Cranes Rs. 35—1—50	
12. Fitter Mistry . . . . .	54—1—59		40—2—60(S)	
	60—1—70		60—5/2—75 (S)	
13. Glazier . . . . .	40—1—50—2—56		40—2—60 (S)	
14. Greasers . . . . .	36—1—41		35—1—50 (S.S.)	
15. Gunners . . . . .	40—1—55		Should be designated as Sub Gunners.	
16. Head Gunners . . . . .	56—1—70		60—5/2—75	
17. Hammerman . . . . .	30—1/2—35	}	35—1—50 (S.S.)	
	34—1/2—39			
	35—1—50		40—2—60 (S.)	
18. Markers . . . . .	49—1—54			

Designations	Existing grades		Revised grades	
	Rs.		Rs.	
19. Marker Helper . . . . .	39—1/2—44 35—1—50	}	35—1—50 (S.)	
20. Masons . . . . .	36—1—41 44—1—49		40—2—60 (S.)	
21. Mates (Stores) . . . . .	30—1/2—35		35—1—50	
22. Mates . . . . . (Other than Store Mates) . . . . .	32—1/2—36 34—1/2—39 34—1—41	}	40—2—60	
23. Mechanics (Motor) . . . . .	54—1—64		55—2—65—5/2—70 (S.)	
24. Mistries :				
(a) Ashphalton . . . . .	54—1—59		55—2—65—5/2—70 (S.)	
(b) Permanent Way (Asst.) . . . . .	54—1—70		60—5/2—75 (S.)	
(c) Plumbing . . . . .	54—1—59		55—2—65—5/2—70 (S.)	
(d) Head Mistry . . . . .	54—1—70		Since Abolished.	
25. Painters . . . . .	42—1—49 41—1/2—44	}	40—2—60 (S.)	
26. Rivetters . . . . .	36—1/2—40 39—1—44		40—2—60 (S.)	
Do. Leading Hand . . . . .	54—1—64		75—3—90—E.B.—3 —105 (S.)	
27. Rivetman . . . . .	37—1—44 32—1/2—36	}	35—1—50 (S.)	
28. Rivet Attendant . . . . .				
29. Sign Board Writers . . . . .	54—2—64 60—5/2—75	}	60—5/2—75 (S.)	
30. Tindals . . . . .	32—1/2—36 36—1—41 34—1—44 35—1—50 41—1/2—44 41—1—46		40—2—60 (S.)	
31. Tinsmiths . . . . .	36—1—41		40—2—60 (S.)	
32. Vicemen . . . . .	39—1/2—44 39—1/2—49 49—1—54	}	40—2—60 (S.)	
33. Welders :				
(a) Gas . . . . .	54—1—64	}	55—2—65—5/2—70 (S.)	
(b) Oxy-Acetylin . . . . .	54—1—64			
(c) Electric . . . . .	54/- (fixed)			
Do. Helper . . . . .	32—1/2—36		35—1—50 (S.S.) !	
	32/-			

# APPENDIX I

## I REVENUE ACCOUNTS

(In lac rupees)

Year	Opening Balance	Income	Total of columns 2 & 3	Expenditure	Surplus+ or Deficit(—)	Contributions from other funds	Balance	APPROPRIATIONS						Closing Balance
								(a) Revenue Reserve	(b) Fire Insurance Fund	(c) Vessels Replacement Fund	(d) Anti-dated Provident Fund	(e) Interest Equalisation Fund	(f) Welfare Fund	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)				(9)			(10)
1954-55 .	213	882.530	882.746	921.487	(—)38,744	39.000	256	..	..	..	..	..	..	256
1955-56 .	256	996.930	997.186	934.411	(+)62,775	..	62.775	42.500	..	20.000	..	..	..	275

## (a) Revenue Reserve Fund

Year	Opening balance	Income	Total of cols. 2 & 3	Expenditure	Appropriation	Balance
1	2	3	4	5	6	7
1954-55 . . .	366.018	16.105	382.124	048	39.000 (X)	343.076 (X) Contribution to Revenue Account.
1955-56 . . .	343.076	81.269 (Y)	424.345	114	..	424.231 (Y) Includes contributions from Revenue Fund Rs. 42.5 lacs.

Year				Opening Balance	Income	Total of Cols. 2 & 3	Expenditure	Appropriation	Balance
1				2	3	4	5	6	7
(b) Fire Insurance Fund									
1954-55	.	.	.	61·878	1·931	63·809	..	..	63·809
1955-56	.	.	.	63·809	1·986	65·795	·00048	..	65·795
(c) Vessels Replacement Fund									
1954-55	.	.	.	90·858	3·238	94·096	1·684	..	92·412
1955-56	.	.	.	92·412	23·269	(Z) 115·681	·00002	..	115·681
(Z) Includes contributions from Reserve Fund Rs. 20 lacs.									
(d) Antidated Provident Fund									
1954-55	.	.	.	2·724	·922	2·816	·773	..	2·043
1955-56	.	.	.	2·043	·064	2·107	·792	..	1·315
(e) Interest Equalisation Fund									
1954-55	.	.	.	7·318	1·227	8·545	..	..	8·545
1955-56	.	.	.	8·545	1·258	9·803	·00051	..	9·803
(f) Welfare Fund									
1954-55	.	.	.	2·681	·605	3·286	·094	..	3·192
1955-56	.	.	.	3·192	·807	3·999	·968	..	3·031

## II. ASSETS & DEBT ACCOUNT

(In lac rupees)

Assets			Debts					Sinking Fund		
Block	&	Cash	Rupee Debenture	Sterling Debenture	Govt. of India Loans	Postwar Development Loans	Total	Statutory Requirement	Actual Fund	Deficit
1954-55	.	4378.20	2171.09	350.49	50.00	266.00	2837.58	474.27	454.49	19.78
1955-56	.	4565.08	2137.02	350.49	50.00	466.00	3003.51	492.27	471.96	20.31

APPENDIX II  
CLASS IV STAFF—PORT COMMISSIONERS, CALCUTTA  
(Based on Establishment Schedule 1956-57 and statements filed for the Port Commissioners)

I.—Department—Secretary

(The figures against each category indicates the total number in the section)

Section—Secretary's and Central Despatch	Section—Chief Valuer and Surveyor	Section—Central Transport	Section—Welfare	Section—Police and Anti-corruption
Grade Rs. 30—1—35	Grade Rs. 30—1—35	Grade Rs. 30—1—35	Grade Rs. 30—1—35	Grade Rs. 30—1—35
Attendant . . . . . 2	Chainman(S) . . . . . 13	Attendant . . . . . 2	Cook Service Boy (V) . . . . . 11	Cook (O) . . . . . 2
Durwan . . . . . 1		Cleaner (T) Attendant . . . . . 6	Line Watcher (V) . . . . . 24	Cycle peon . . . . . 1
2nd Durwan (P) . . . . . 1		Petrol Pump Attendant . . . . . 1	Peon . . . . . 1	Durwan . . . . . 126
3rd Durwan . . . . . 1		Peon . . . . . 1	Cycle Peon (Q) . . . . . 1	Gurkha Watchmen . . . . . 57
Farash . . . . . 4		Cycle Peon (Q) . . . . . 3	Vendor (V) . . . . . 10	Night Watchmen . . . . . 13
Peon . . . . . }		Sweeper . . . . . 1	Cycle Vendor (Q) . . . . . 1	Sweeper . . . . . 4
Cycle Peon (Q) . . . . . } 29		Watchmen (U) . . . . . 7	Grade Rs. 35—1—50	Watchmen . . . . . (414W)
Grade Rs. 34—1—39		Grade Rs. 35—1—50	Duftry . . . . . 1	Grade Rs. 39—1—44
Hd. Durwan . . . . . 1		Helper Cycle Fitter . . . . . 1		Jamadar . . . . . 27(X)
Grade Rs. 35—1—45		Helper Electrician . . . . . 2		Grade Rs. 44—1—49
Head Peon . . . . . 2		Helper Fitter . . . . . 2		Jamadar . . . . . 1
Letter Sorter . . . . . 3		„ Fitter Mistry . . . . . 1		(The scale is for existing incumbent only)
Record Supplier . . . . . 2		„ Tin-smith . . . . . 1		
Grade Rs. 35—1—50		„ Vulcaniser . . . . . 1		
Duftry (R) . . . . . 3		„ Upholsterer . . . . . 1		
Grade Rs. 40—1—50		Servicemen . . . . . 5		
Asstt. Jamadar & Caretaker . . . . . 1		Store Mate . . . . . 1		
Lift Driver . . . . . 1		Grade Rs. 40—1—50—2—56		
Grade Rs. 50—1—55		Black-smith . . . . . 1		
Head Jamadar & Caretaker . . . . . 1				

(O) & (P) : One of the cooks and the 2nd Durwan get an allowance of Rs. 5 p.m. each for some additional duties.

(Q) : Cycle Peons and Cycle Vendors get an allowance of Re. 1 each.

(R) : One of the Duftries gets a special allowance of Rs. 8 plus a day's pay for attending on Sundays and holidays in connection with the publication of the Daily River Reports.

(S) : Two of the Chainmen get a special pay of Rs. 10 p.m. each for carrying on Ferres Printing Works.

(T) : Two Cleaner Attendants are detailed to help the Carpenter and Backsmith.

(U) : These watchmen are under the control of Police and Anti-Corruption Section.

(V) : 4 Line Watchers, 5 Vendors and 5 Cook Service Boys get additional allowance of Rs. 5 p.m. each for additional responsibility.

(W) : One Watchman is in receipt of a caretaking allowance of Rs. 7 p.m.

(X) : One Jamadar is in receipt of an allowance of Rs. 15 p.m. for being on guard of the sale yard.



# II.—DEPARTMENT—MEDICAL

Section—Medical unit—C.M.O's. establishment	Unit—Dock Hospital & Dispensaries	Unit—Remount Road Hospital	Section—Health
<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>
Peon . . . . .	I Attendant . . . . . 24	6 Disinfecting sweeper . . . . . 7	
Orderly (a) . . . . .	I Do. Female . . . . . 4	2 Dome . . . . . 5	
Cycle Orderly . . . . .	I Do. Kitchen . . . . . 5	1 Drainmen . . . . . 29	
	Do. Ward . . . . . 10	4 Gully Pit Boys . . . . . 5	
	Cook's Mate . . . . . 1	24 Kodalimen . . . . . 4	
	Mali . . . . . 1	9 Laskar . . . . . 9	
	Stretcher Bearer . . . . . 25	4 Methar . . . . . 579	
	Sweeper . . . . . 36	1 Nightsoil Lorry Mazdur . . . . . 16	
	Do. Female . . . . . 1	1 Oilman . . . . . 6	
	Peon (a) . . . . . 5	5 Orderly . . . . . 2	
	Cycle Peon . . . . . 1	2 Peon . . . . . 3	
	Dhobi . . . . . 1	1 Do. Cycle (a) . . . . . 1	
	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36</i>	5 Ratman . . . . . 10	
	Cook (b) . . . . . 3	1 Road Washing Mazdoor . . . . . 13	
	<i>Grade Rs. 35—1—45</i>	6 Sewermen . . . . . 5	
	Head Attendant . . . . . 1	29 Sweeper . . . . . 237	
	Head Peon (c) . . . . . 1	1 Topaz . . . . . 1	
	Head Sweeper . . . . . 1	1 Visties . . . . . 6	
		2 Watermen . . . . . 2	
		<i>Grade Rs. 32—1—36</i>	
		1 Inoculation Asst. . . . . 4	
		<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36</i>	
		5 Manjhi . . . . . 3	
		<i>Grade Rs. 35—1—45</i>	
		1 Head Peon . . . . . 1	
		<i>Grade Rs. 35—1—50</i>	
		2 Duftry . . . . . 1	
		<i>Grade Rs. 37—1—44</i>	
		1 Keyman . . . . . 1	
		<i>Grade Rs. 39—<math>\frac{1}{2}</math>—44</i>	
		1 Sweeper Fitter . . . . . 1	
		<i>Grade Rs. 44—1—49</i>	
		1 Mason . . . . . 1	
		<i>Grade Rs. 40—2—60</i>	
		1 Mate . . . . . 16	
		Carpenter . . . . . 1	

- (a) Cycle Peons and Cycle Orderlies get an allowance of Re. 1 each p.m.  
 (b) One cook gets an allowance of Rs. 4 p.m. for additional duty.  
 (c) This Head Peon gets an allowance of Rs. 2 p.m. for additional duty.

## III DEPARTMENT—LAND

*Grade Rs. 30— $\frac{1}{2}$ —35*

Chainmen	.	.	.	4
Peon	.	.	.	3
Peon cycle (a)	.	.	.	1

*Grade Rs. 35—1—45*

Head Peon	.	.	.	1
Record supplier	.	.	.	2

(a) Cycle Peons get an allowance of Re. 1/- p.m.

## IV. DEPARTMENT—AUDIT AND ACCOUNTS

*Grade Rs. 30— $\frac{1}{2}$ —35*

Farash	.	.	.	1
Peons	.	.	.	55
-Do- Measuring	.	.	.	9

*Grade Rs. 35—1—45*

Head Peons	.	.	.	6
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*Grade Rs. 35—1—50*

Duftries	.	.	.	12
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*Grade Rs. 40—1—50*

Jamadar	.	.	.	1
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*Grade Rs. 40—2—60*

Distributor	.	.	.	4
Record searcher	.	.	.	3
Sorter	.	.	.	4

## V. DEPARTMENT—TRAFFIC

I. Section—T.M's office & Labour Office	II.—Section—Calcutta Jetties	III.—Section—Tea house	Ware-	IV.—Section—Petroleum Wharf	V.—Section—Inland Vessels Wharves
<i>Grade Rs. 30—1—35</i>	<i>Grade Rs. 30—1—35</i>	<i>Grade Rs. 30—1—35</i>		<i>Grade Rs. 30—1—35</i>	<i>Grade Rs. 30—1—35</i>
Peon . . . . 17	Boatmen . . . . 6	Cook . . . . 4	Mali . . . . 1	Khalashi . . . . 21	
-Do- Cycle (K) . . 1	Cook . . . . 3	Cooper . . . . 12	Peon (L) . . . . 3	Peon . . . . 5	
<i>Grade Rs. 35—1—45 :</i>	Laskar . . . . 66	Khalashi . . . . 29	Sweeper . . . . 5	<i>Grade Rs. 35—1—50</i>	
Head Peon . . . . 1	Mali . . . . 2	Peon (K) . . . . 2		Duftry . . . . 2	
Record Supplier . . 3	Mazdoor . . . . 12	-Do- (Cycle) . . . . 1		<i>Grade Rs. 44—1—49</i>	
<i>Grade Rs. 35—1—50</i>	-Do- (Cycle) (K) . . 5	Porters . . . . 224		Serang . . . . 1	
Duftry . . . . 1	-Do- (Orderly) . . . 2	<i>Grade Rs. 35—1—45</i>			
	Porter . . . . 726	Head Peon . . . . 2			
	Servant . . . . 3	<i>Grade Rs. 39—1—44</i>			
	Sweeper . . . . 1	Mate . . . . 10			
	<i>Grade Rs. 35—1—45</i>				
	Head Peon . . . . 2				
	<i>Grade Rs. 35—1—50</i>				
	Duftry . . . . 2				
	<i>Grade Rs. 39—1—44</i>				
	Gate Serang . . . . 5				
	Mate . . . . 2				
	Tindal . . . . 1				
	<i>Grade Rs. 40—1—44</i>				
	Tindal . . . . 1				
	<i>Grade Rs. 40—2—60</i>				
	Markman . . . . 10				
	<i>Grade Rs. 44—1—49</i>				
	Ghat Serang . . . . 1				
	Serang . . . . 5				

## V.—DEPARTMENT—TRAFFIC—(contd).

VI.—Section—Railways		VII.—Section—K. P. Docks K. G. D. & G. R. Jetties		VIII.—Section—Miscellaneous		IX.—Section—Trimming	
<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>	
Khalashi . . . . .	22	Cook . . . . .	8	Caretaker . . . . .	2	Tr. Khalashis . . . . .	23
Peon . . . . .	19	Cook's mate . . . . .	5	Durwan . . . . .	2	Tr. oilmen . . . . .	6
-Do- (Cycle) (K) . . . . .	7	Cooper . . . . .	25			Tr. Porter . . . . .	918
-Do- (siding) . . . . .	3	Fiewmwn . . . . .	111			<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39</i>	
Yard Porter . . . . .	436	Khalashi . . . . .	317			Tr. Mare . . . . .	42
Relieving Yard Porter . . . . .	1	Peon . . . . .	88			<i>Grade Rs. 45—1—50</i>	
<i>Grade Rs. 35—1—50</i>		-Do- (Cycle)(K) . . . . .	16			Tr. Sardar . . . . .	42
Coupling Porter . . . . .	258	Orderly . . . . .	3			<i>Grade Rs. 50—1—60</i>	
-Do- Relieving . . . . .	78	Porters . . . . .	674			Foreman (Class III) . . . . .	40
Duftry . . . . .	2	Servant . . . . .	3				
Jamadar . . . . .	93	Weighman . . . . .	10				
-Do-Relieving . . . . .	15	<i>Grade Rs. 34—1—38</i>					
<i>Grade Rs. 40—1—55</i>		Jr. Leading Firman . . . . .	11				
Cabin Jamadar . . . . .	32	Tindel . . . . .	18				
Sub Gunner . . . . .	126	<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39</i>					
<i>Grade Rs. 40—2—60</i>		Seorang . . . . .	1				
Markmen . . . . .	2	<i>Grade Rs. 35—1—45</i>					
		Head Peon (K) . . . . .	8				
		Letter Sorter . . . . .	2				
		Record Supplier . . . . .	1				
		Wagon sorter . . . . .	2				
		<i>Grade Rs. 35—1—50</i>					
		Duftry . . . . .	4				
		Pump Driver . . . . .					
		<i>Grade Rs. 39—1—44</i>					
		Gate Seorang . . . . .	12				
		Leading Fireman; . . . . .	1				
		Seorang . . . . .	1				
		<i>Grade Rs. 40—1—50</i>					
		Jamadar . . . . .	1				
		<i>Grade Rs. 40—2—60</i>					
		Markmen . . . . .	35				
		Record Supplier . . . . .	1				
		<i>Grade Rs. 44—1—49</i>					
		Seorang . . . . .	3				

(K)—Cycle peons and two Head Peons in K. P. Dock Section get cycle allowance of Re. 1/-.

(L)—Lic umboats of two posts get an allowance of Rs. 7/8/- p.m. for additional duties and one gets a special pay of Re. 1/- p.m. for carrying river charts from Budge Budge to Calcutta on Sundays and holidays.

DEPARTMENT—STORES

Section I—General Stores and Engineering Stores. Section II—Coal Handling Staff for K. P. Docks. : Section III—Coal Handling Staff for Shalimar Coal Depot.

Grade Rs. 30— $\frac{1}{2}$ —35			Grade Rs. 30— $\frac{1}{2}$ —35			Grade Rs. 30— $\frac{1}{2}$ —35	
Cook . . . . .	1		Porter (coal) . . . . .	24		Lascar . . . . .	54
Mobile Crane Atttdt. . . . .	4					Topaz . . . . .	1
Peon . . . . .	19		Grade Rs. 35—1—50				
Do. (Cycle) (K) . . . . .	8		Coal Tindal . . . . .	2			
Porters . . . . .	221		Grade Rs. 42—1—54				
Servant . . . . .	1		Number Taker . . . . .	2			
						Grade Rs. 32 (fixed)	
						Bhandari . . . . .	1
						Grade Rs. 32—1—36	
						Greaser . . . . .	2
Grade Rs. 35—1—45						Lascar (L) (M. V. Manjoo) . . . . .	2
Adrema operator . . . . .	1					Manjee . . . . .	14
Duplicator operator . . . . .	1					Second Seacunny . . . . .	1
Head Peon . . . . .	1						
Machine operator . . . . .	1					Grade Rs. 41—1—44	
Tindal . . . . .	11					Seacunny . . . . .	1
						Grade Rs. 42—1—54	
Grade Rs. 35—1—50						Number Taker . . . . .	1
Dufiry . . . . .	2						
Grade Rs. 36—1—41							
Petrol Attendant . . . . .	1						
Grade Rs. 40—2—60							
Marker . . . . .	2						
Grade Rs. 42—1—54							
umber Taker . . . . .	1						
Grade Rs. 40—1—12—E B.—1—50							
Steam Crane Fireman . . . . .	1						
Grade Rs. 40—1—50—2—56							
Battery Truck Driver . . . . .	2						
Grade Rs. 44—2—54							
Tinsmi h . . . . .	1						

(K) Cycle Peons get cycle allowance of Re. 1/- p.m.

(L) These Manjees and Lascars get a special allowance of Rs. 5/- p.m.

## CLASS IV STAFF—PORT COMMISSIONERS, CALCUTTA

(Based on Establishment Schedule 1956-57 and statements filed for the Port Commissioners).

## DEPARTMENT—DEPUTY CONSERVATOR

Section I—Office	Section II—Harbour Master Sub-section I—Mooring Master	Section II—Harbour Master Sub-Section I—Mooring Master (contd.)
Grade Rs. 30— $\frac{1}{2}$ —35 :	Unit I—Launches, Hopper Barges, Clayton Fumigating Boat	Unit III—Heave up Boats & Mooring crew :
Durwan . . . . . 2	Grade Rs. 30— $\frac{1}{2}$ —35	Grade Rs. 44—I-49 :
Peon . . . . . 10	Topaz . . . . . 19	Lascars . . . . . 539
Do. (cycle)(O) . . . . . 11	Grade Fixed Pay Rs. 32/-	Grade Rs. 49—I—54
Do. Literate . . . . . 1	Bhandari . . . . . 25	Manjee . . . . . 51
Do. Orderly . . . . . 1	Grade Rs. 32— $\frac{1}{2}$ —36	Unit IV—Hawser Boats
Topaz . . . . . 1	Lascar . . . . . 100	Grade Rs. 32— $\frac{1}{2}$ —36
Grade Rs. 32— $\frac{1}{2}$ —36	Second Seacunny . . . . . 22	Lascars . . . . . 353
Lascar . . . . . 4	Telephone Lascars . . . . . 2	Grade Rs. 49—I—54
Grade Rs. 35—I—45	Grade Rs. 34— $\frac{1}{2}$ —39	Manjee . . . . . 46
Head Peon . . . . . 2	Cook . . . . . 4	Unit V—Tukta Ghat
Grade Rs. 35— $\frac{1}{2}$ —50	Grade Rs. 41— $\frac{1}{2}$ —44	Grade Rs. 30— $\frac{1}{2}$ —36
Duftry . . . . . 4	Seacunny . . . . . 36	Pansiwalla . . . . . 9
Grade Rs. 40—I—50	Grade Rs. 49—I—54	Grade Rs. 32— $\frac{1}{2}$ —36
Cleaner . . . . . 2	Dock Serang . . . . . 3	Gas Cutter (Q) . . . . . 2
Jamadar . . . . . 1	Unit II—Anchor Vessels Dolphin Colliath & Hercules	Grade Rs. 36—I—40
Sponger . . . . . 2	Grade Rs. 39—I—44	Asstt. Cassab . . . . . 1
	Lascars . . . . . 84	Grade Rs. 41— $\frac{1}{2}$ —44
	Grade Rs. 49—I—54	Buoy Supervisor . . . . . 1
	Tindals . . . . . 6	Cassab . . . . . 1
	Grade Rs. 59—I—69	Grade Rs. 44— $\frac{1}{2}$ —49
	Skin Divers (P) . . . . . 8	Carpenter . . . . . 1

(O) Cycle Peons get cycle allowance of Re. 1/- p.m.

(P) Skin Divers get diving allowance of Rs. 20/- while actually diving.

(Q) Gas Cutters get an allowance of Rs. 10/- p.m.

## SECTION II—HARBOUR MASTER

## SUB-SECTION II—DOCK MASTER :

## Unit I—Berthing Establishment

Grade Rs. 30— $\frac{1}{2}$ —35	
Bhandari	1
Grade Rs. 30— $\frac{1}{2}$ —36	
Pauniwala	9
Grade Rs. 32/- (Fixed)	
Bhandari	5
Do. Relieving	1
Grade Rs. 32— $\frac{1}{2}$ —36	
Lascars	148
Do. Relieving	63
Grade Rs. 39/- (Fixed).	
Head Lascars	27
Grade Rs. 41— $\frac{1}{2}$ —44	
Cassab	1
Buoy Supervisor	1
Grade Rs. 44—1—49	
Tindals	6
Do. Reliving	1

## Unit II—Jolly Boats.

Grade Rs. 32/- (Fixed)	
Bhandari	4
Do. Relieving	1
Grade Rs. 32— $\frac{1}{2}$ —36	
Lascars	106
Do. Relieving	22
Grade Rs. 37— $\frac{1}{2}$ —40	
Manjees	27
Do. Relieving	7
Grade Rs. 44—1—49	
Serang	1
Relieving Tindal	1

## Unit III—Motor Jetty Boats

Grade Rs. 32— $\frac{1}{2}$ —36	
Lascars	8
Do. Relieving	2
Grade Rs. 39— $\frac{1}{2}$ —44	
Manjee Driver (R)	4
Do. Relieving	1

## Unit IV—Tugs &amp; Launches

Grade Rs. 30— $\frac{1}{2}$ —35	
Topaz	12
Grade Rs. 32/- (Fixed.)	
Bhandari	16
Grade Rs. 32— $\frac{1}{2}$ —36	
Bhandari	1
Lascars	103
2nd Seacunny	24
Grade Rs. 41— $\frac{1}{2}$ —44	
Seacunny	26
Grade Rs. 44—1—49	
(Deck) Tindals	8

## SUB-SECTION III—PORT DREDGING

## Unit I

Grade Rs. 32— $\frac{1}{2}$ —35

Durwan	1
Khalashi	1
Kodaliman	14
Luggyman	15
Grade Rs. 44— $\frac{1}{2}$ —47	
Serang	1
Unit II.	
Grade Rs. 30— $\frac{1}{2}$ —35	
Coater	20
Grade Rs. 32— $\frac{1}{2}$ —36	
Lascar	4
Grade Rs. 34—1—39	
Fireman	3
Mate	1
Grade Rs. 41— $\frac{1}{2}$ —44	
Drivers	2
Grade Rs. 36—1—41	
Tindal	1

## DEPARTMENT—DEPUTY CONSERVATOR :

## SECTION III—ENGINEER SUPERINTENDENT

Unit I : Dredger, despatch and Pilot Vessels      Unit II : Survey Vessels, Tugs, Steam Launches, Hopper Barges and Anchor Vessels.      Unit III : E.S. Office      Unit IV : Port Dredging      Unit V : Motor Launches.

<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>		<i>Grade Rs. 36—I—41</i>	
Coal Trimmer . . . . .	36	Bhandari . . . . .	2	Peon . . . . .	2	Bhandari . . . . .	1	Greasers . . . . .	22
<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36</i>		Coal Trimmer . . . . .	22	Cycle Peon (K) . . . . .	1	Coal Trimmer . . . . .	17	Tindal . . . . .	1
Bhandari . . . . .	10			<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36</i>		Lascar . . . . .	58		
<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39</i>		<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36</i>		Bhandari . . . . .	1	Topaz . . . . .	5		
Cook . . . . .	2	Bhandari . . . . .	2			<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36</i>			
Servant . . . . .	7	<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39</i>				Bhandari . . . . .	12		
<i>Grade Rs. 34—I—39</i>		Cook . . . . .	1			Lascar . . . . .	36		
Fireman . . . . .	62	Servant . . . . .	2			Second Seacunny . . . . .	2		
		<i>Grade Rs. 34—I—39</i>				Second Seacunny-cum-Lascar . . . . .	5		
<i>Grade Rs. 36—I—41</i>		Fireman . . . . .	164			<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39</i>			
Cassab . . . . .	5					Cook . . . . .	5		
Donkeyman . . . . .	1	<i>Grade Rs. 36—I—41</i>				Servant . . . . .	2		
Greaser . . . . .	35	Greasers . . . . .	40						
Winchmen . . . . .	11	<i>Grade Rs. 40 (Fixed)</i>				<i>Grade Rs. 34—I—39</i>			
<i>Grade Rs. 37—I—42</i>		Principal Fireman . . . . .	4			Fireman . . . . .	24		
First Fireman . . . . .	14	<i>Grade Rs. 41—I—46</i>							
<i>Grade Rs. 41—I—46</i>		Tindal . . . . .	42			<i>Grade Rs. 36—I—41</i>			
Tindal . . . . .	11					Blacksmith-cum-car-			
						pentur . . . . .	3		
<i>Grade Rs. 37—I—42</i>						Cassab . . . . .	5		
Bhandari . . . . .	2					Do. Deck . . . . .	3		
<i>Grade Rs. 42—I—47</i>						Greaser . . . . .	11		
Cassab . . . . .	2					Winchman . . . . .	38		
Greaser . . . . .	12					<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44</i>			
						Leadsman . . . . .	4		
						Seacunny . . . . .	4		
						<i>Grade Rs. 31—I—46</i>			
						Tindal (Deck) . . . . .	4		
						Tindal (Enginee Room) . . . . .	10		
						<i>Grade Rs. 44—I—49</i>			
						Deck Tindal . . . . .	2		

(K) Gets a cycle allowance of Re. 1 p.m.



SECTION IV—PORT PILOTAGE OFFICER

Units I & II—Pilot Vessels Hooghly and Bengal		Unit III—S. L. Aid.	Unit IV—Leadsman quarters.	
<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>		<i>Grade Rs. 32/- (fixed.)</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>	
Boy Mess . . . . .	10	Bhandari . . . . .	I Mali . . . . .	2
„ Saloon . . . . .	2	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36</i>	„ Sweeper . . . . .	2
Lascar Class II . . . . .	18	Cassab . . . . .	I Vistee . . . . .	1
Masalchi . . . . .	2	Lascar . . . . .	3 <i>Grade Rs. 32—<math>\frac{1}{2}</math>—35</i>	
Topaz . . . . .	2	<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44</i>	Servant . . . . .	2
Do. Dock . . . . .	2	Seacunny . . . . .	I	
Do. Saloon . . . . .	2			
<i>Grade Rs. 37—I—42</i>				
Bhandari . . . . .	6			
Cook Second . . . . .	4			
Lascar Class I . . . . .	36			
Saloon Servant . . . . .	4			
<i>Grade Rs. 42—I—47</i>				
Cassab . . . . .	2			
<i>Grade Rs. 47—I—52</i>				
Tindal . . . . .	2			
<i>Grade Rs. 52—2—62</i>				
Seacunny . . . . .	8			

## SECTION V—RIVER SURVEYOR

Unit I Encroachment Port Survey Party	Unit II R.S.V. Guidli.	Unit III R.S.V. Waterwich	Unit IV R.S.V. Path Finder
<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i>
Lascar Gr. III . . . . . 2	Bhandari Gr. II . . . . . 1	Lascar Gr. II . . . . . 3	Masalchi . . . . . 1
Mali . . . . . 1	Lascar Gr. III . . . . . 3	Topaz . . . . . 1	Tide overseer . . . . . 1
Sweeper . . . . . 2	Topaz . . . . . 1		
<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i>	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i>	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i>	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i>
Bhandari Gr. I . . . . . 3	Bhandari Gr. I . . . . . 1	Bhandari Gr. I . . . . . 1	Bhandari Gr. I . . . . . 2
Khitimitgar . . . . . 2	Lascar Gr. II . . . . . 2	Lascar Gr. II . . . . . 2	Lascar Gr. II . . . . . 4
Lascar Gr. II . . . . . 1			
<i>Grade Rs. 34—<math>\frac{1}{2}</math>—38:</i>	<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39:</i>	<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39:</i>	<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39:</i>
Telephone Peon . . . . . 2	Lascar Gr. I . . . . . 1	Lascar Gr. I . . . . . 2	Cook . . . . . 1
<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39:</i>	Servant . . . . . 2	Servant . . . . . 1	Lascar Gr. I . . . . . 6
Cook . . . . . 1	<i>Grade Rs. 39—<math>\frac{1}{2}</math>—42:</i>	<i>Grade Rs. 39—<math>\frac{1}{2}</math>—42:</i>	Servant . . . . . 4
Lascar Gr. I . . . . . 1	Tide Watcher . . . . . 1	Tide watcher . . . . . 1	<i>Grade Rs. 39—<math>\frac{1}{2}</math>—42:</i>
			Tide Watcher . . . . . 1
<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44:</i>	<i>Grade Rs. 39—<math>\frac{1}{2}</math>—44:</i>	<i>Grade Rs. 39—<math>\frac{1}{2}</math>—44:</i>	<i>Grade Rs. 39—<math>\frac{1}{2}</math>—44:</i>
Cassab . . . . . 1	Cook . . . . . 1	Cook . . . . . 1	Cook . . . . . 1
Leadsman . . . . . 2			
<i>Grade Rs. 44—<math>\frac{1}{2}</math>—47:</i>	<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44:</i>	<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44:</i>	<i>Grade Rs. 44—<math>\frac{1}{2}</math>—49:</i>
Leadsman Tindal . . . . . 1	Butler . . . . . 1	Butler . . . . . 1	Butler . . . . . 1
	Cassab . . . . . 1	Leadsman . . . . . 3	
	man . . . . . 3		
	<i>Grade Rs. 44—<math>\frac{1}{2}</math>—49:</i>	<i>Grade Rs. 44—<math>\frac{1}{2}</math>—49:</i>	<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44:</i>
	Seacunny . . . . . 2	Seacunny . . . . . 2	Cassab . . . . . 1
			Leadsman . . . . . 4
			<i>Grade Rs. 44—<math>\frac{1}{2}</math>—49:</i>
			Seacunny . . . . . 3

Unit V S.L. Wedgeor, M.L. Betty, M.L. Plover, M.L. Pintail, M.L. Joan, M.L. Mallard, M.L. Spud, M.L. Peewit, M.L. Porchard, M.L. Godwall	Unit VI Ara Sounding station	Unit VII Hooghly Point Survey Party	Unit VIII Row Boat II.
<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i> Bhandari Gr. II . . . . 7 Lascar Gr. III . . . . 10	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i> Lascar Gr. III . . . . 2	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i> Lascar Gr. III . . . . 2 Mali . . . . 1 Masalchi . . . . 1 Runner . . . . 1 Sweeper . . . . 1	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i> Lascar Gr. II . . . . 13
<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i> Seacunny . . . . 7	<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44:</i> Leadsman . . . . 2	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i> Bhandari Gr. I . . . . 1 Khitmitgar . . . . 2 Lascar Gr. II . . . . 2  <i>Grade Rs. 34—<math>\frac{1}{2}</math>—38:</i> Telephone Peon . . . . 2  <i>Grade Rs. 34—<math>\frac{1}{2}</math>—39:</i> Cook . . . . 1 Lascar Gr. I . . . . 1  <i>Grade Rs. 41—<math>\frac{1}{2}</math>—44:</i> Butler . . . . 1 Cassab . . . . 1 Leadsman . . . . 2 Signaller . . . . 2  <i>Grade Rs. 44—<math>\frac{1}{2}</math>—47:</i> Leadsman, Tindal . . . . 1	<i>Grade Rs. 36—<math>\frac{1}{2}</math>—40:</i> Manjee . . . . 1  <i>Grade Rs. 40—<math>\frac{1}{2}</math>—44:</i> Tindal . . . . 1

SECTION V—RIVER SURVEYOR (Contd.)

Unit IX Akra Semaphore	Unit X MAYAPORE Semaphore	Unit XI Hooghly Point Semaphore.	Units XII, XIII, XIV Balari, Gangra, Saugar Sema- phones.
Grade Rs. 30— $\frac{1}{2}$ —35:	Grade Rs. 30— $\frac{1}{2}$ —35:	Grade Rs. 30— $\frac{1}{2}$ —35:	Grade Rs. 30— $\frac{1}{2}$ —35:
Tide Observer . . . . . 2	Lascar Gr. III . . . . . 3	Lascar Gr. III . . . . . 3	Runner . . . . . 2
	Tide Observer . . . . . 2	Tide Observer . . . . . 2	
	Watcher . . . . . 2	Watcher . . . . . 2	
Grade Rs. 41— $\frac{1}{2}$ —44:			Grade Rs. 32— $\frac{1}{2}$ —36:
Tindal . . . . . 1			Tide Observer . . . . . 10
	Grade Rs. 32— $\frac{1}{2}$ —36:	Grade Rs. 32— $\frac{1}{2}$ —36:	Grade Rs. 34—I—39:
	Seacunny . . . . . 1	Seacunny . . . . . 1	Tindal . . . . . 3
	Grade Rs. 41— $\frac{1}{2}$ —44:	Grade Rs. 41— $\frac{1}{2}$ —44:	Grade Rs. 39—I—49:
	Leadsmen . . . . . 2	Leadsmen . . . . . 2	Attendant (Class III) . . . . . 1
	Tindal . . . . . 1	Tindal . . . . . 1	
Unit XV Rajabagan Semaphore	Unit XVI Higher Reaches Survey Party House Boat.	Unit XVII Diamond Harbour Signalling Station	Unit XVIII Bansbaria Tidal Station.
Grade Rs. 39— $\frac{1}{2}$ —46:	Grade Rs. 30— $\frac{1}{2}$ —35:	Grade Rs. 32— $\frac{1}{2}$ —36:	Grade Rs. 32— $\frac{1}{2}$ —36:
Lascar . . . . . 1	Topaz . . . . . 1	Tide Observer . . . . . 3	Tide watcher . . . . . 2
Watcher . . . . . 1	Lascar . . . . . 4		
Grade Rs. 41— $\frac{1}{2}$ —46:	Grade Rs. 32— $\frac{1}{2}$ —46:	Grade Rs. 39—I—49:	Grade Rs. 34—I—39:
Tindal . . . . . 1	Officer's servant . . . . . 1	Attendant (Class III) . . . . . 1	Tindal . . . . . 1
	Bhandari . . . . . 1		
	Tindal . . . . . 1		
	Grade Rs. 34— $\frac{1}{2}$ —39:		
	Cook . . . . . 1		
	Grade Rs. 39— $\frac{1}{2}$ —42:		
	Tide watcher . . . . . 1		
	Grade Rs. 41— $\frac{1}{2}$ —44:		
	Leadsmen . . . . . 2		
	Butler . . . . . 1		
	Grade Rs. 44— $\frac{1}{2}$ —47:		
	Leadsmen Tindal . . . . . 1		

Section VI	Section VII; Lighting		Section VIII	Section IX
Dry Docks	Unit I Lighting Office	Unit II (M.V. Jyoti) (now M.V. Vesta)	Boat Registration	Light Vessels
<i>Grade Rs. 35—1—50:</i>	<i>Grade Rs. 35—1—50:</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i>	<i>Grade Rs. 34/- (Fixed)</i>
Lascars . . . . 50	Gas Lascar II . . . . 1	Bhandari Gr. II . . . . 1	Lascar . . . . . 3	Lascar Gr. III . . . . 2
Lascars . . . . . 33		Lascar . . . . . 1	Manjee . . . . . 1	Topaz . . . . . 4
		Sweeper . . . . .		
<i>Grade Rs. 40—2—60:</i>	<i>Grade Rs. 40—2—60:</i>	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i>	<i>Grade Rs. 36—1—44:</i>	<i>Grade Rs. 36/- (Fixed)</i>
Carpenter Gr. II . . 38	Lascar . . . . . 1	Seacunny . . . . . 1	Painter Gr. II . . . . 2	Bhandari . . . . . 4
Tindal Gr. I . . . . 1				Cassab . . . . . 4
Tindal Gr. II . . . . 1				Lamp Trimmer Class II . 4
				Lascar Gr. II . . . . . 8
			<i>Grade Rs. 40—1—50:</i>	<i>Grade Rs. 39/- (Fixed)</i>
			Jamadar . . . . . 1	Lascar Gr. I . . . . . 28
			<i>Grade Rs. 46—1—52:</i>	<i>Grade Rs. 44/- (Fixed)</i>
			Painter Gr. I . . . . . 1	Lamp Trimmer Class I . . 4
				Tindal Class II . . . . . 4
				<i>Grade Rs. 44/- (Fixed)</i>
				Seacunny . . . . . 4
				<i>Grade Rs. 48/- (Fixed)</i>
				Tindal Class I . . . . . 4
				<i>Grade Rs. 49—1—54:</i>
				Serang Class II . . . . . 4

## SECTION X—DESPATCH

Unit I D.V. Dumayne.	Unit II D.V. Nadia.	Unit III D.V. Empire Oberon	Unit IV Row Boat	Unit V Saugar Light House
<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i> Masalchi . . . . 1 Topaz . . . . . 2	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i> Masalchi . . . . 1 Topaz . . . . . 2	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i> Topaz . . . . . 1	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i> Lascar Gr. II . . . 13	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i> Cook . . . . . 1 Sweeper . . . . . 1 Watcher . . . . . 5
<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i> Bhandari . . . . 2 Lascar Gr. II . . . 3	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i> Bhandari . . . . 2 Lascar Gr. II . . . 3	<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44:</i> Leadsman . . . . . 1	<i>Grade Rs. 36—<math>\frac{1}{2}</math>—40:</i> Manjee . . . . . 1	<i>Grade Rs. 34—<math>\frac{1}{2}</math>—38:</i> Artificer Watcher . . 1
<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39:</i> Lascar Gr. I . . . 11 Servant . . . . . 3	<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39:</i> Lascar Gr. I . . . 9 Servant . . . . . 3	<i>Grade Rs. 44—1—49:</i> Tindal . . . . . 1	<i>Grade Rs. 40—1—44:</i> Tindal . . . . . 1	
<i>Grade Rs. 39—<math>\frac{1}{2}</math>—44:</i> Cook . . . . . 1	<i>Grade Rs. 35—1—50:</i> Gas Lascar . . . . 4			
<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44:</i> Cassab . . . . . 1 Leadsman . . . . . 2	<i>Grade Rs. 39—<math>\frac{1}{2}</math>—44:</i> Cook . . . . . 1			
<i>Grade Rs. 44—1—49:</i> Butler . . . . . 1 Seacunny . . . . . 3 Tindal . . . . . 1	<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44:</i> Cassab . . . . . 1 Leadsman . . . . . 2			
	<i>Grade Rs. 44—1—49:</i> Butler . . . . . 1 Seacunny . . . . . 3 Tindal . . . . . 1			
	<i>Grade Rs. 40—2—60:</i> Gas Lascar . . . . . 1			

DEPARTMENT—DEPUTY CONSERVATOR  
SECTION XI—DREDGER SERVICE

<i>Units I, II and III</i> Dr. Balari Dr. Gunga Dr. Jalengi		<i>Units IV and V</i> Dr. Heron Dr. Lapurg.	
<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35:</i>	
Coal Trimmer . . . . .	26	Lascar . . . . .	2
Masalchi . . . . .	3	Bhandari Class II . . . . .	2
Topaz . . . . .	4		
<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i>		<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36:</i>	
Bhandari . . . . .	12	Seacunny . . . . .	2
Lascar Gr. II . . . . .	27		
<i>Grade Rs. 34—1—39:</i>		<i>Grade Rs. 34—1—39:</i>	
Fireman . . . . .	46	Fireman . . . . .	4
<i>Grade Rs. 34—<math>\frac{1}{2}</math>—39:</i>			
Cook II . . . . .	3		
Lascar Gr. I . . . . .	12		
Servant . . . . .	22		
<i>Grade Rs. 36—1—41:</i>			
Cassab . . . . .	3		
Greaser . . . . .	20		
Winchman . . . . .	11		
<i>Grade Rs. 39—<math>\frac{1}{2}</math>—42:</i>			
Tide watcher . . . . .	3		
<i>Grade Rs. 39—<math>\frac{1}{2}</math>—44:</i>			
Cook I. . . . .	3		
<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44:</i>			
Leadsman . . . . .	9		
Cassab . . . . .	3		
<i>Grade Rs. 41—1—46:</i>			
Tindal . . . . .	6		
<i>Grade Rs. 44—1—49:</i>			
Butler . . . . .	3		
Seacunny . . . . .	9		
Tindal . . . . .	3		

## CLASS IV STAFF—PORT COMMISSIONERS :

## DEPARTMENT—CHIEF ENGINEER

## SECTION I :

## SECTION II :

## CENTRAL

## EXECUTIVE ENGINEER, CALCUTTA :

UNIT I Office	UNIT II Out-door	UNIT I Building, Roads and Fencing	UNIT II Herry Workshop including Budge Budge	UNIT III Budge Budge Water Supply Scheme	UNIT IV Permanent way
<i>Grade Rs. 30—½—35 :</i>	<i>Grade Rs. 30—½—35 :</i>	<i>Grade Rs. 30—½—35 :</i>	<i>Grade Rs. 30—½—35 :</i>	<i>Grade Rs. 30—½—35 :</i>	<i>Grade Rs. 30—½—35 :</i>
Peon . . . . . 8	Chain & Trolley- man . . . . . 4	Chain & Trolley- man . . . . . 4	Khalasi . . . . . 32	Cleaner . . . . . 1	Peon . . . . . 1
<i>Grade Rs. 32—½—37 :</i>		Khalasi . . . . . 2	Peon . . . . . 1	Khalasi . . . . . 3	Trolleyman . . . . . 8
Ferre Printer . . . . . 1		Mazdoor . . . . . 45	Porter . . . . . 7	Pumping Khalasi . . . . . 1	Waymen . . . . . 129
<i>Grade Rs. 35—1—45 :</i>		Peon . . . . . 4	<i>Grade Rs. 34—½—39 :</i>	<i>Grade Rs. 32—½—36 :</i>	<i>Grade Rs. 32/- (fixed)</i>
Record Supplier . . . . . 2		Plumbing Khalasi . . . . . 2	Hammerman . . . . . 6	Tindal . . . . . 1	Helper . . . . . 1
				<i>Grade Rs. 40—2—50 :</i>	<i>Grade Rs. 35—1—40 :</i>
<i>Grade Rs. 35—1—50 :</i>			<i>Grade Rs. 35—1—50 :</i>	Fitter . . . . . 1	Keyman . . . . . 13
Duffry . . . . . 1		<i>Grade Rs. 32—½—36 :</i>	Helper . . . . . 7	Painter . . . . . 20	<i>Grade Rs. 35—1—50 :</i>
<i>Grade Rs. 40—2—60 :</i>		Mate . . . . . 3	Do. (Marker) . . . . . 3	Pump Driver . . . . . 1	Hammerman . . . . . 1
Distributor . . . . . 3		<i>Grade Rs. 35—1—45 :</i>	Do. (plater) . . . . . 6	<i>Grade Rs. 42—1—49 :</i>	<i>Grade Rs. 40—2—60 :</i>
		Record Supplier . . . . . 1	S. W. Khalasi . . . . . 30	Oil Engine Driver . . . . . 1	Mate . . . . . 12
			Fireman . . . . . 1	<i>Grade Rs. 54—1—59 :</i>	<i>Grade Rs. 54/- (fixed)</i>
		<i>Grade Rs. 40—1—50 :</i>	<i>Grade Rs. 41—½—44 :</i>	Fitter Mistry Gr. II . . . . . 1	Electric Welder . . . . . 1
		Jamadar . . . . . 1	Driver . . . . . 1	Plumbing Mistry . . . . . 1	
		<i>Grade Rs. 44—1—49 :</i>	Glazier . . . . . 1		
		Mason . . . . . 3	<i>Grade Rs. 40—2—50 :</i>		
		<i>Grade Rs. 54—1—59 :</i>	Asst. Turner . . . . . 1		
		Plumbing Mistry . . . . . 2	Blacksmith . . . . . 2		
			Carpenter . . . . . 25		
			Driller . . . . . 2		
			Fitter . . . . . 1		
			Marker . . . . . 2		
			Mate . . . . . 1		



Oxy-Ace Welding	
Plater . . .	16
Rivetter . . .	4
S.W. Erector . .	7
Tin Coppersmith	
H . . .	1
Tindal . . .	1
Viceman . . .	1
Oxy-acetylene	
Welder . . .	1
Grade Rs. 44—1—54 :	
Fitter . . .	1

SECTION III- EXECUTIVE ENGINEER : KPD

UNIT I Department : Labour Supervisor		UNIT II Permanent Way		UNIT III Mechanical Plant	
<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35 :</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35 :</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35 :</i>	
Chainman . . . . .	7	Bellowsman . . . . .	2	Diesel Road Roller cleaner . . . . .	1
Farash . . . . .	1	Mazdoor . . . . .	6	Khalasi . . . . .	16
Hammerman . . . . .	2	Peon . . . . .	2	Peon . . . . .	1
Methal Cooly . . . . .	1	Do. (cycle) . . . . .	1	Unskilled Labour . . . . .	7
Mali . . . . .	2	Trolleyman . . . . .	13		
Mazdoor . . . . .	51	Wayman . . . . .	375	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36 :</i>	
Peon . . . . .	7			Rivet Attendant . . . . .	4
Do. (cycle) . . . . .	1	<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36 :</i>		<i>Grade Rs. 34—1—44:</i>	
Plumbing Khalasi . . . . .	12	Helper . . . . .	2	Tindal . . . . .	1
Survey Khalasi . . . . .	5	<i>Grade Rs. 35—1—40 :</i>		<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36 :</i>	
Khalasi . . . . .	82	Keyman . . . . .	32	Bhisty . . . . .	1
<i>Grade Rs. 32—<math>\frac{1}{2}</math>—36 :</i>		<i>Grade Rs. 35—1—50 :</i>		<i>Grade Rs. 36—<math>\frac{1}{2}</math>—40:</i>	
Bhisty . . . . .	2	Hammerman . . . . .	2	Fireman . . . . .	5
Helper . . . . .	2	<i>Grade Rs. 40—2—60</i>		<i>Grade Rs. 37—1—44 :</i>	
Mate . . . . .	2	Mate . . . . .	32	Pump Driver . . . . .	2
<i>Grade Rs. 35—1—45 :</i>				<i>Grade Rs. 39—<math>\frac{1}{2}</math>—44 :</i>	
Head Peon . . . . .	1			Carpenter II. . . . .	2
Record Supplier . . . . .	1			Marker Helper . . . . .	2
<i>Grade Rs. 35—1—50 :</i>				<i>Grade Rs. 39—1—49 :</i>	
Duftry . . . . .	1			Rivetter . . . . .	4
<i>Grade Rs. 36—1—41 :</i>				<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44 :</i>	
Mason . . . . .	6			Painter . . . . .	2
Molter Mason . . . . .	1			<i>Grade Rs. 44—<math>\frac{1}{2}</math>—49 :</i>	
Tinsmith . . . . .	2			Erector . . . . .	10
<i>Grade Rs. 37—1—44 :</i>				<i>Grade Rs. 44—1—55 :</i>	
Fitter . . . . .	1			Carpenter Gr. I . . . . .	2
Rivetter . . . . .	2			Marker . . . . .	1
<i>Grade Rs. 39—1—44 :</i>				Steel work fitter . . . . .	4
Blacksmith . . . . .	1				
Carpenter . . . . .	12				
viceman III . . . . .	3				

<i>Grade Rs. 39—1—49 :</i>	
Viceman II . . . . .	1
<i>Grade Rs. 41—<math>\frac{1}{2}</math>—44 :</i>	
Mortar Mill Driver . . . . .	1
<i>Grade Rs. 42—1—49 :</i>	
Painter . . . . .	1
<i>Grade Rs. 44—<math>\frac{1}{2}</math>—49 :</i>	
Blacksmith. . . . .	1
<i>Grade Rs. 44—1—49 :</i>	
Mason . . . . .	5
<i>Grade Rs. 49—1—54 :</i>	
Viceman . . . . .	1
<i>Grade Rs. 54—1—59 :</i>	
Asphalton Mistry . . . . .	1
Plumbing Mistry . . . . .	6

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SECTION IV : EXECUTIVE ENGINEER K.G.D. & SOUTH

UNIT I Permanent Way	UNIT II Ballast Train	UNIT III Port Diver	UNIT IV Silt Pumping Plant, Chetla & K. G. D.
Grade Rs. 30— $\frac{1}{2}$ —35	Grade Rs. 30— $\frac{1}{2}$ —35 :	Grade Rs. 32— $\frac{1}{2}$ —36 :	Grade Rs. 30— $\frac{1}{2}$ —35 :
Bellowsman . . . . . I	Peon . . . . . I	Lascar . . . . . I	Bellowsman . . . . . I
Peon . . . . . I	Do. Cycle . . . . . I		Boy . . . . . I
Storemate . . . . . I	Grade Rs. 35—I—50 :	Grade Rs. 39— $\frac{1}{2}$ —44 :	Chainman . . . . . 8
Trolleyman . . . . . 8	Coupling Porter . . . . . 24	Manjee . . . . . I	Coaler . . . . . 2
Wayman . . . . . 260			Coal Mazdoor . . . . . 2
Grade Rs. 32— $\frac{1}{2}$ —36 :	Grade Rs. 40—I—55 :		Dome . . . . . 6
Helper . . . . . 4	Gunner . . . . . II		Fireman . . . . . 1
Grade Rs. 35—I—40 :			Hammerman . . . . . 46
Keyman . . . . . 24			Khalasi . . . . . 24
Grade Rs. 35—I—50 :			Luggyman . . . . . 14
Hammerman . . . . . I			Mazdoor . . . . . 2
Grade Rs. 40—2—60 :			Peon . . . . . 1
Mate . . . . . 24			Do. (cycle) . . . . . 1
Grade Rs. 54— $\frac{1}{2}$ —59 :			Dollyman . . . . . 2
Welder . . . . . 2			Grade Rs. 34— $\frac{1}{2}$ —39 :
			Mate . . . . . 2
			Grade Rs. 34—I—41 :
			Mate . . . . . 3
			Grade Rs. 36— $\frac{1}{2}$ —40 :
			Blacksmith . . . . . I
			Rivetter . . . . . I
			Grade Rs. 39— $\frac{1}{2}$ —44 :
			Carpenter . . . . . I
			Fitter . . . . . 3
			Grade Rs. 40—2—60 :
			Crane Driver . . . . . I
			Driver . . . . . 7
			Grade Rs. 41— $\frac{1}{2}$ —44 :
			Winch Driver . . . . . 2
			Fitter . . . . . 1
			Grade Rs. 41—I—46 :
			Number Taker . . . . . I

DEPARTMENT—CHIEF MACHANICAL ENGINEER :

SECTION I— SOUTH WORKSHOP :

UNIT I Fitting Shop :			UNIT II Machine Shop :			UNIT III Mill wright Shop :			UNIT IV Boiler Shop :		
<i>Grade Rs. 30—1—35</i>			<i>Grade Rs. 30—1—35</i>			<i>Grade Rs. 30—1—35</i>			<i>Grade Rs. 30—1—35</i>		
Unskilled Labourer . . .	38		Unskilled Labourer . . .	21		Unskilled Labour . . .	7		Unskilled Labourer . . .	59	
<i>Grade Rs. 35—I—50</i>			<i>Grade Rs. 35—I—50</i>			<i>Grade Rs. 35—I—50</i>			<i>Grade Rs. 35—I—50</i>		
Rigging & Slinging Khalasies .	8		Hammerman . . . . .	1		Moochi . . . . .	2		Hammerman . . . . .	6	
Store Khalasies . . . . .	1		Rigging & Singing Khalasies	6		Oiler . . . . .	2		Holderman . . . . .	21	
<i>Grade Rs. 40—2—60</i>			<i>Grade Rs. 40—2—60</i>			Pump Driver . . . . .	3		Rigging & Slinging Khalasies.	4	
Copper-smith Gr. II . . . . .	8		Borer Gr. II . . . . .	5		Stores Khalasi . . . . .	1		Revet Attendant . . . . .	26	
Fitters Gr. II . . . . .	83		Driller Gr. II . . . . .	6		<i>Grade Rs. 40—2—60 :</i>			Store Khalasis . . . . .	1	
Markers Gr. II . . . . .	4		Grinder Gr. II . . . . .	2		Air Compressor Attendant .	1		Sub-store Attd. . . . .	1	
Painters Gr. II . . . . .	4		Machinist Gr. II . . . . .	13		Grinder Gr. II . . . . .	1		<i>Grade Rs. 40—2—60 :</i>		
Tindals . . . . .	2		Machineman Gr. II . . . . .	2		Millwright Fitter Gr. II .	12		Angle Smith Gr. II . . . . .	3	
			Miller Gr. II . . . . .	2		Tindal . . . . .	1		Blacksmith Gr. II . . . . .	5	
			Millwright Fitter Gr. II .	11					Boiler Fitter Gr. II . . . . .	2	
			Tindal . . . . .	1					Boiler Maker Gr. II . . . . .	40	
			Tool Grinder Gr. II . . . .	2					Bolt Machineman Gr. II . .	3	
			Turner Gr. II . . . . .	40					Rivetter Gr. II . . . . .	48	
									Tindal . . . . .	2	
									Carpenter Gr. II . . . . .	2	
									Driller Gr. II . . . . .	2	
									Gas Cutter . . . . .	4	
									Plater Gr. II . . . . .	28	
									Punchingman Gr. II . . . .	2	

UNIT—V Chain Testing Shop		UNIT VI General Foreman's Section		UNIT VII New Buoy Repairing Yard		UNIT VIII Pattern & Foundry Shop	
Grade : Rs. 30— $\frac{1}{2}$ —35		Grade Rs. 30— $\frac{1}{2}$ —35 :		Grade Rs. 30— $\frac{1}{2}$ —35		Grade Rs. 30— $\frac{1}{2}$ —35 :	
Unskilled Labourer . . . .	9	Cook . . . . .	2	Unskilled Labourer . . . .	16	Unskilled Labourer . . . .	29
Grade Rs. 35—I—50 :		Unskilled Labourer . . . .	18	Grade Rs. 35—I—50 :		Grade Rs. 35—I—50	
Rigging & Slinging Khalasies.	4	Visty . . . . .	1	Hammerman . . . . .	2	Furnace Helper . . . . .	4
		Mali . . . . .	1			Rigging & Slinging Khalasi	4
Grade Rs. 40—2—60		Sweeper . . . . .	7	Holderman . . . . .	9	Store Khalasi . . . . .	1
Tindal . . . . .		Grade Rs. 35—I—45 :		Rivet Attendant . . . . .	9	Grade Rs. 40—2—60 :	
Viceman Gr. II . . . . .	3	Rigging & Slinging Khalasis.	4	Grade Rs. 40—2—60 :		Grade Rs. 40—2—60 :	
		Store Khalasis . . . . .	2	Blacksmith Gr. II . . . . .	2	Carpenter Gr. II . . . . .	5
		Grade Rs. 40—2—60		Caulker Gr. II . . . . .	10	Core Maker Gr. II . . . . .	4
		Tindal . . . . .	1	Fitter Gr. II . . . . .	2	Feltder Gr. II . . . . .	9
				Plater Gr. II . . . . .	5	Furnacemen Gr. II . . . . .	5
				Rivetter Gr. II . . . . .	9	Joiner Gr. II . . . . .	3
						Mason Gr. II . . . . .	8
						Moulder Gr. II . . . . .	26
						Pattern Maker Gr. II . . . .	10
						Tindal . . . . .	2

UNIT IX Outdoor Foreman Section :		UNIT X Crane Repairing Yard :		UNIT XI Blacksmith Shop	
<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35 :</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35 :</i>		<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35 :</i>	
Unskilled Labourer . . . . .	.21	Unskilled Labourer . . . . .	.15	Cook . . . . .	1
				Topaz . . . . .	2
				Unskilled Labourer . . . . .	38
<i>Grade Rs. 35—I—45 :</i>		<i>Grade Rs. 35—I—45 :</i>		<i>Grade Rs. 35—I—50 :</i>	
R.S. & Khalasis . . . . .	6	Hammerman . . . . .	1	Furnace Hand . . . . .	1
Store Khalasis . . . . .	1	Rigger . . . . .	1	Hammerman . . . . .	60
		Rivert Attendant . . . . .	2	R.S.Khalasis . . . . .	2
<i>Grade Rs. 40—2—60 :</i>		<i>Grade Rs. 40—2—60 :</i>		<i>Grade Rs. 40—2—60 :</i>	
Fitter Gr. II . . . . .	11	Blacksmith Gr. II . . . . .	1	Blacksmith Gr. II . . . . .	33
Tindal . . . . .	1	Carpenter Gr. II . . . . .	1	Machine man Gr. II . . . . .	1
		Fitter Gr. II . . . . .	3	Mason Gr. II . . . . .	2
		Painter Gr. II . . . . .	2	Tindal . . . . .	1
		Plater Gr. II . . . . .	7		
		Rivetter Gr. II . . . . .	7		

SECTION II  
Wagon Repairing Shop :

SECTION III.  
*Island Workshop*  
Unit I— Marine Foreman's Section.

Grade Rs. 30—1—35 :		Grade Rs. 30—1—35 :	
Office Peon . . . . .	1	Peon . . . . .	2
Sweeper . . . . .	2	Unskilled Labourer . . . . .	53
Unskilled Labourer . . . . .	42		
Grade Rs. 35—I—50 :		Grade Rs. 35—I—50 :	
Hammerman . . . . .	3	Hammerman . . . . .	1
Moochi . . . . .	1	R.&S. Khalasis . . . . .	9
River Attendant . . . . .	34	Stores Khalasis . . . . .	2
Stores Khalasi . . . . .	1		
Grade Rs. 40—2—60 :		Grade Rs. 40—2—60 :	
Blacksmith Gr. II . . . . .	3	Air Compressor Atttdt. . . . .	1
Carpenter Gr. II . . . . .	1	Blacksmith Gr. II . . . . .	25
Fitter Gr. II . . . . .	21	Boiler maker Gr. II . . . . .	10
Latheman Gr. II . . . . .	3	Coppersmith Gr. II . . . . .	133
Machineman Gr. II . . . . .	2	Driller Gr. II . . . . .	3
Painter Gr. II . . . . .	11	Fitter Gr. II . . . . .	1
Rivetter Gr. II . . . . .	38	Mason Gr. II . . . . .	3
Tindal . . . . .	2	Turner Gr. II . . . . .	1

*Ship Wright Section—*  
(Island & North workshop)  
Grade Rs. 30—1—35 :1

2	Bhooli Majhi . . . . .	1
53	Boat Builder Learner . . . . .	2
	Coal Trimmer . . . . .	3
	Dome . . . . .	1
	Peon . . . . .	2
1	Sweeper . . . . .	2
9	Topaz . . . . .	1
2	Un-Skilled Labourer . . . . .	145

Grade Rs. 35—I—50 :

1	Beltman . . . . .	1
25	Hammerman . . . . .	2
10	Moochi . . . . .	2
1	Oiler . . . . .	2
133	R.&S. Khalasis . . . . .	37
3	Store Khalasis . . . . .	2

Grade Rs. 40—I—42 E.B.—I—50 :

	Crane Fireman (Steam) . . . . .	1
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Grade Rs. 40—2—60 :

	Air Compressor Atttdt. . . . .	1
	Blacksmith Gr. II . . . . .	2
	Boat Builder Gr. II . . . . .	28
	Boiler Fireman (steam) . . . . .	3
	Burmador Gr. II . . . . .	20
	Caneman Gr. II . . . . .	2
	Carpenter Gr. II . . . . .	100



Caulkar	Gr. II	.	.	.	.	14
Diesel Engine Driver	.	.	.	.	.	9
Gas Cutter	.	.	.	.	.	11
Joiner	.	.	.	.	.	37
Letterman	Gr. II	.	.	.	.	1
Mason	Gr. II	.	.	.	.	1
Painter	Gr. II	.	.	.	.	14
Plater	Gr. II	.	.	.	.	103
Punchingman	Gr. II	.	.	.	.	1
Rivetter	Gr. II	.	.	.	.	197
Sailmaker	Gr. II	.	.	.	.	5
Saw Mill Carpenter	Gr. II	.	.	.	.	16
Saw Sharpener	Gr. II	.	.	.	.	2
Tindals	.	.	.	.	.	13
Tool-smith	Gr. II	.	.	.	.	2

No. 8 Workshop—  
Diesel Section.  
(A.P.F. Section)

Section—Electric :

Unit I :

Jotty.

Unit II—K. G. Dock

Unit III—K.P.D.

Grade Rs. 30—1—35 :		Grade Rs. 30—1—35 :		Grade Rs. 30—1—35 :		Grade Rs. 30—1—35 :	
Unskilled Labourers	.	Cycle Peon	.	Unskilled Labourer	.	Unskilled Labourer	.
Khalasis	9	Unskilled Labourer	75		133		175
Grade Rs. 35—1—50 :		Grade Rs. 35—1—50 :		Grade Rs. 35—1—50 :		Grade Rs. 35—1—50 :	
R. S. Khalasis	2	Hammerman	1	Hammerman	1	Hammerman	1
Store khalasi	1	Overhead Rigging Khalasi	5	Overhead R. Khalasi	8	Overhead R. Khalasi	5
		Store khalasi	1	Store Khalasi	1	Store Khalasi	1
Grade Rs. 40—2—60 :		Grade Rs. 40—2—60 :		Grade Rs. 40—2—50 :		R. & S. Khalasi	
Battery Truck Driver	1	Blacksmith Gr. II	1	Blacksmith Gr. II	1		14
I.C.E. Fitter Gr. II	14	Electrician Gr. II (wiring)	21	Carpenter Gr. II	1	Blacksmith Gr. II	1
		Do. (Cranes, Lifts & Motors)	1	Fitter Gr. II	5	Carpenter Gr. II	1
		Fitter Gr. II	1	Painter Gr. II	1	Fitter Gr. II	9
		Painter Gr. II	1	Electricians Gr. II (wiring)	35	Mason Gr. II	1
		Tindal	1	Do. (Cranes, Lifts & Motors)	5	Electricians Gr. II (wiring)	53
		Carpenter	1	Tindal	1	Do. (Light, Plant, etc.)	3
						Do. (Heavy Plant, etc.)	16
						Do. (Low voltage)	5
						Do. (overhead mains)	1

Section—Beechett's Plant	Section—Solicing	Section—Diseel (Other than Mobile crane operational staff.	Section—Dock Engine House : (Other than Crane operational staff
<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35 :</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35 :</i>	<i>Grade Rs. 30—<math>\frac{1}{2}</math>—35 :</i>
Pron . . . . . 1	Unskilled Labourer . . . . 12	Peons . . . . . 2	Unskilled labourers & Khalasis 59
Sweeper . . . . . 1		Sweepers . . . . . 2	Peon . . . . . 3
Unskilled Labourer . . . . 16	<i>Grade Rs. 40—2—60</i>	Unskilled Labourers & Khalasis 41	Sweeper . . . . . 1
<i>Grade Rs. 35—1—50 :</i>	Blacksmith Gr. II . . . . 1	<i>Grade Rs. 34—1—44 :</i>	<i>Grade Rs. 35—1—50 :</i>
Crane Chute Khalasis . . . . 49	Spilicemen Gr. II . . . . 5	Khalasi Tindal . . . . . 1	Bridge khalasis . . . . . 7
Hammerman . . . . . 1			Electric Pump Driver . . . . 14
Greaser . . . . . 8		<i>Grade 35—1—50 :</i>	Hammerman . . . . . 2
Rivet Attendant . . . . . 1		Hammerman . . . . . 2	Greasers . . . . . 8
Store khalasi . . . . . 1		R. & S. Khalasis . . . . . 5	Rivet Attendant . . . . . 5
		Stores Khalasis . . . . . 2	Stores Khalasis . . . . . 1
		Tindal . . . . . 1	
<i>Grade' Rs. 40—2—60 :</i>		<i>Grade Rs. 40—2—60 :</i>	<i>Grade Rs. 40—2—60</i>
Blacksmith Gr. II . . . . . 1		Blacksmith Gr. II . . . . . 1	Blacksmith Gr. II . . . . . 2
Carpenter Gr. II . . . . . 1		Carpenter Gr. II . . . . . 3	Carpenter Gr. II . . . . . 5
Fitter . . Gr. II . . . . . 10		Coppersmith Gr. II . . . . . 1	Fitter Gr. II . . . . . 40
Rivetter' Gr. II . . . . . 13		Fitter Gr. II . . . . . 12	Painter Gr. II. . . . . 1
		I. C. E. Fitter Gr. II. . . . 29	Rivetter Gr. II . . . . . 21
			Tinsmith Gr. II . . . . . 2
			Turner Gr. II. . . . . 2

Section—Crane & Lift staff, G. R.  
G. & K. G. D. (Other than crane  
operational staff).

Section—Jetty Engine House.  
(Other than crane operational staff)

Section—Crane Operational staff

Section—Loco shed.

Grade Rs. 30—1/2—35		Grade Rs. 30—1/2—35		UNIT I		Grade Rs. 30—1—35	
Unskilled Labourer	71	Unskilled Labourer	35	Beckets Plant :		Cleaner	30
Sweeper	1	Cycle Peon.	1	Grade Rs. 30—1/2—35	16	Do. Loco	8
Grade Rs. 35—1—50		Grade Rs. 35—1—50		Unskilled Labourer		Coalmen	110
Hammerman	1	Hammerman	1	Grade Rs. 35—1—50		Oilmen	10
Holderman	4	Greaser	5	Chute & Crane Khalasis	49	Other unskilled labourers	63
Pump Driver	18	Store Khalasi	1			Peon & cycle peon	2
R. & S. Khalasis	3	Tindal (unskilled labour)	1	UNIT II		Sweeper	2
Rivet Attendant	4	Grade Rs. 40—2—60		Mobile crane		Grade Rs. 35—1—50	
Store Khalasi	1	Carpenter Gr. II	2	Grade Rs. 30—1/2—35		B. D. Gang Khalasis	24
Grade Rs. 40—2—60		Fitter Gr. II	22	Khalasis	15	Electric Pump Driver	10
Blacksmith Gr. II	1	Machinist Gr. II	1	UNIT III		Hammerman	4
Carpenter Gr. II.	6	Painter Gr. II	1	Steam Crane		Store Khalasi	2
Fitter Gr. II	28	Rivetter Gr. II	9	Coal & watermen & coal		Trolleyman	4
Glazier	1	Tinsmith	1	trimmers	15	Water Softening Plant	
Painter Gr. II	3	Turner Gr. II	1			& Pump Attendant	13
Rivetter Gr. II	5	Latheman	1	Grade Rs. 40—1—42—EB—1—50		Grade Rs. 40—2—60	
Turner Gr. II	2			Firemen	15	Blacksmith Gr. II	2
				UNIT IV		B. D. Gang Tindal	6
				General Crane section 'D.E.H.		Boiler Maker Gr. II	41
				Calcutta Jetties, G.R. Jand		Carpenter Gr. II	1
				K. G. D.)		Coppersmith Gr. II.	1
				Grade Rs. 30—1/2—35		Fitter & Vicemen Gr. II	49
				Unskilled Labourers		Loco Firemen	198
				Grade Rs. 35—1—50		Turner Gr. II	8
				Crane Khalasis :		Machinemen Gr. II	4
				Cal. Jetties	43	Mason Gr. II	1
				D. E. H.	46	Painter Gr. II	1
				G. R. J. & K. G. D.	50	Washout Boiler Attendant	2
				Grade Rs. 40—1—50		Washout Boiler F/man	2
				Lift Drivers:			
				Cal jetties	23		
				G. R. J. & K. G. D.	18		
				D.E. H.	2		

Section—Train Examining Section	Section—Dock Basin Machinery	Section—Hydraulic Pumping Station KGD.	Section—Main Pumping Station
<i>Grade Rs. 30—1—35</i>	<i>Grade Rs. 30—1/2—35</i>	<i>Grade Rs. 30—1/2—35</i>	<i>Grade Rs. 30—1—35 :</i>
Khalasis . . . . . 15	Cleaner . . . . . 4	Khalasis . . . . . 33	Coal Trimmer . . . . . 8
Tester . . . . . 67	Coal Trimmer . . . . . 8	Coal & waterman . . . . . 6	Unskilled Labourer . . . . . 4
Train Fitter Labourer . . . . . 7	Dandy . . . . . 2	<i>Grade Rs. 35—1—50</i>	<i>Grade Rs. 32—1—50</i>
Unskilled Labourer . . . . . 133	Unskilled Labourer . . . . . 31	Caisson Capstan & Peastock operator . . . . . 23	Greaser . . . . . 12
Vac. Khalasis . . . . . 6	<i>Grade Rs. 35—1—50</i>	Greasers . . . . . 11	<i>Grade Rs. 40—2—60</i>
<i>Grade Rs. 35—1—50</i>	Asstt. Tindal . . . . . 1	Pump Drivers . . . . . 15	<i>Grade Rs. 40—2—60</i>
Greasers . . . . . 12	Capstan Khalasis . . . . . 14	R. & S. Khalasis . . . . . 4	Boiler Attendant . . . . . 1
Hammermen . . . . . 5	Diving khalasis . . . . . 2	Stores Khalasi . . . . . 1	Boiler Fireman Certified . . . . . 12
Semi-skilled Labourers . . . . . 90	Electric Pump Drivers . . . . . 3	<i>Grade Rs. 40—2—60</i>	Fitter Gr. II . . . . . 4
Tool-keeper & store Khalasis . . . . . 2	Greasers . . . . . 12	Air compressor & Pump Attendant . . . . . 4	
Wheel Tapper . . . . . 2	G. P. B. operator . . . . . 17	Caisson Tindal . . . . . 1	
Wheel Gauzer . . . . . 2	Hammerman . . . . . 1	Tindal . . . . . 5	
<i>Grade Rs. 40—2—60 :</i>	R. & S. Khalasis . . . . . 4	<i>Grade Rs. 40—1—42—E.B.—1—50</i>	
Blacksmith Gr. II . . . . . 1	Stores Khalasis . . . . . 1	Fitter Gr. II . . . . . 14	
Carpenter Gr. II . . . . .	<i>Grade Rs. 40—1—42 E.B.—1—50</i>	Steam Crane Fireman . . . . . 3	
Fitter Gr. II . . . . . 50	Steam crane Fireman . . . . . 2		
Fitter (Vac) Gr. II . . . . . 16	<i>Grade Rs. 40—2—60 :</i>		
Letterman . . . . .	Blacksmith Gr. II . . . . . 1		
Rivetter Gr. II . . . . . 2	Boiler Attendant . . . . . 3		
Tinsmith Gr. II . . . . . 1	Boiler Firemen (Certified) . . . . . 6		
	Boiler Firemen (Indian National) . . . . . 2		
	Bridge operator . . . . . 4		
	Fitter Gr. II . . . . . 12		

SECTION—VESSELS OPERATING STAFF :

Unit I—C.V.A. Atlas, Samson, Washington and 20 Ton Floating Cranes			Unit II—Jet Dredger			Unit—M. L. Morna		
Grade Rs. 30—1/2—35			Grade Rs. 35—1/2—35			Grade Rs. 30—1/2—35		
Bhandaries Class II		2	Lascars		9	Lascars		2
Coal Trimmers		10						
Lascars		51						
Seacunnies 2nd Class		2	Grade Rs. 32—1/2—36			Grade Rs. 32—1/2—36		
Topaz		3	Bhandari		1	Bhandari		1
Grade Rs. 32—1/2—35			Grade Rs. 36—1—41					
Bhandaries Class I		5	Cassab		1			
			Greasers		2			
			Winchman		1			
Grade Rs. 34—1/2—39			Grade Rs. 41—1—46					
Cooks		2	Tindals		2			
Grade Rs. 34—1—39								
Fireman		13						
Grade Rs. 36—1—41								
Greasers		6						
Winchmen		3						
Grade Rs. 41—1/2—44								
Seacunny		4						
Grade Rs. 41—1—46								
Tindals		4						

SECTION—NON-TECHNICAL STAFF

Grade Rs. 30—1/2—35		
Peons		25
Do. Cycl (a)		7
Sweepers		18
Grade Rs. 35—1—45		
Head Peons		3
Grade Rs. 35—1—50		
Duftry		1
Grade Rs. 40—1—50		
Jamadar		1
Grade Rs. 40—2—60		
Distributor		2
(Under Chief Accountant & Financial Adviser)		

SECTION—C.M.E. OFFICE ESTABLISHMENT

Grade Rs. 30—1/2—35		
Peons		10
Peons (cycle)		4
Grade Rs. 35—1—45		
Head Peons		3
Grade Rs. 35—1—50		
Duftry		1
Grade Rs. 40—1—50		
Jamadar		1

(I) The following posts have been created from 1-12-56:

(A) *Single Control Staff*

No. of posts	Designation	Scale of Pay Rs.
Nine . . .	Clerk . . .	60—135
Nine . . .	Store & Record Sircar . . .	55—85
Seven . . .	Fitter, Grade I . . .	60—75
One . . .	Tin-smith, Grade II . . .	40—60
Two . . .	Rivetter, Grade II . . .	40—60
Twentyone . . .	Semi-skilled Labour . . .	35—50
One . . .	Tool-Keeper . . .	35—50
Four . . .	Unskilled Labourer . . .	30—1/2—35
Six . . .	Sweepers . . .	30—1/2—35
60 . . .		

(B) *Commissioners' Train Examining Staff :*

No. of posts	Designation	Scale of Pay Rs.
One . . .	Train Examiner Grade II . . .	200—300
Two . . .	Train Examiner Grade III . . .	150—225
Five . . .	Store & Record Sircar . . .	55—85
Two . . .	Fitter, Grade I . . .	60—5/2—75
Two . . .	Riveter, Grade II . . .	40—2—60
One . . .	Tool-keeper and Store Khalasi . . .	35—1—50
Two . . .	Unskilled Labourer . . .	30—1/2—35
15 . . .		
75	Grand Total	

(II) The following posts have been kept vacant on and from that date :

(a) *Single Control and Back Loading Staff*

No. of posts	Designation	Scale of pay Rs.	Remarks	No. of posts	Designation	Scale of pay Rs.
One . . .	Train Examiner, Grade II . . .	200—300	} Single Control Staff	Three . . .	Train Examiner, Grade IV . . .	80—160
Four . . .	Train Examiner, Grade III . . .	150—225		Four . . .	Number . . .	55—85
Five . . .	Train Examiner, Grade IV . . .	80—160		Three . . .	Fitter Grade II . . .	40—60
Ten . . .	Number Taker . . .	55—85		One . . .	Blacksmith, Grade II . . .	40—60
Three . . .	Fitter, Grade II . . .	40—60	} Back Loading Staff	One . . .	Hammerman . . .	35—50
Two . . .	Fitter Grade I . . .	60—75		Seven . . .	Semi-skilled Labour Greaser, Wheel Gauger & Tanner . . .	35—50
Four . . .	Khalasis . . .	30—1/2—35		Two . . .	Store Khalasis . . .	35—50
Fourteen . . .	Sweepers . . .	30—1/2—35		21 . . .		
43 . . .				64	Grand Total.	

(III) The incumbents of the following carry out the duties of Unskilled Labour and will be re-designated as Unskilled Labour on Rs. 30— $\frac{1}{2}$ —35 :

No. of posts	Designation	Scale of pay
		Rs.
7	Train Fitter Labour . . . .	30— $\frac{1}{2}$ —35
67	Tester . . . . .	"
6	Vacuum . . . . .	"
15	Khalasi . . . . .	"
<u>95</u>		

## APPENDIX III

## LEAVE ADMISSIBLE TO CALCUTTA PORT COMMISSIONER'S EMPLOYEES OF DIFFERENT CATEGORIES

(Issue No. XI)

Nature of leave	Leave admissible to employees			
	Class I	II	III	IV
Earned leave on Full Pay	In permanent employ. 1/11 of the period spent on duty.	Not in permanent employ. 1/22 of the period spent on duty for the first year of continuous service and thereafter at 1/11.	In permanent employ. 1/12 of the period spent on duty.	Not in permanent employ. 1/30 of the period spent on duty for the first year of con- tinuous service and there- after at 1/12.
	In all these cases leave may be accumulated upto 180 days provided that maximum leave at a time does not exceed 120 days.			
Leave on Half Pay		20 days for each completed year of service.	15 days for each completed year of service for the first 20 years and there- after at 20 days.	Not admissible.

Nature of leave	Leave admissible to employees			
	Class I	II	III	IV
<p>The half pay leave for all categories of employees in permanent employ of the Commissioners, and for Class I, II and III employees not in permanent employ on completion of one year's continuous service may be accumulated without limit and subject to the leave at credit may be availed of at any time without limit.</p> <p>Half pay leave due may, at the option of a permanent employee, be commuted to half the amount on full pay on Medical Certificate from the Chief Medical Officer, Port Commissioners, subject to a limit of 240 days in the entire service. Such commuted leave may be combined with earned leave upto a limit of 240 days.</p>				
Leave not due (On Half Pay)	Upto a limit of 360 days on Medical Certificate from C.M.O. of Port Commissioners, Calcutta and in other cases 180 days in the entire service and 90 days at any time (to be debited against half pay leave subsequently earned, provided that there is prospect of the employee returning to duty and earning an equal amount of half pay leave.			Not admissible.
Extra-ordinary leave without pay (In special circumstances)	Without limit.	Not exceeding 3 months on any occasion and in special case more.		Six months on any one occasion.
Injury Leave . . . .	24 months—first four months on average pay and the remainder on half average or at the option of the employee for a period not exceeding the period otherwise admissible to him on average pay. This leave may be granted more than once if the injury is aggravated or reproduced at a later date subject to the limit of 24 months in the aggregate.			Leave not exceeding 4 months for one injury may be granted more than once if the injury is aggravated or reproduced at a later date, subject to the limit of four months in the aggregate.
Casual Leave . . . .	15 days in one calendar year.			Not admissible.



## APPENDIX—III (A)

## SCHEME OF THE PORT COMMISSIONERS, CALCUTTA FOR TREATMENT OF THEIR EMPLOYEES SUFFERING FROM TUBERCULOSIS

(Issue XI)

Tuberculosis patients are referred to Government chest clinics in the city for necessary advice and treatment. The pecuniary assistance that is given by the Commissioners to such patients are:—

- (1) Free X-Ray Examination.
- (2) All pathological examinations for blood, sputum etc. free of cost.
- (3) Free supply of injectable specific medicines and free injections at any of the out-door dispensaries.
- (4) Free supply of all other specific drugs and multivitamin tablets, Cod Liver Oil, mixtures, etc.

If any employee chooses to have his own arrangement for treatment, the Commissioners reimburse the costs of specific drugs like Streptomycin, P.A.S., I.N.A.H. etc.

The Commissioners maintain 15 beds in the Jadavpur T.B. Hospital and four in the Kanchrapara T.B. Hospital. These beds are maintained at a cost of Rs. 2,000 per bed per month. The Commissioners also bear the costs of bedding, patent medicines, injections supplied by the hospital which involve an additional expenditure of approximately Rs. 500 per bed per annum. Those who are admitted in the Kanchrapara Hospital are paid Rs. 5 extra per head per mensem. The Commissioners supply to the patients admitted into the hospitals free of cost Streptomycin, P.A.S., A.P. etc. These hospital patients get free food.

A waiting list for admission to these hospitals is maintained by the Commissioners, and the beds are allotted to them in the serial order except that the employees of the Medical Department who contract the disease by reason of their frequent contact with T.B. patients are given preference in admission. The total number upto 17th May 1957 in the waiting list is 272.

The Commissioners are contemplating to open a chest clinic. This has since been sanctioned.

Four beds have been kept separate in the Isolation Block of the Dock Hospital, where patients reporting to hospitals with acute Haemoptysis are detained till such time as haemoptysis is controlled. Cases with some other complications are occasionally detained there for a few days till the crisis is over. This is only an emergency unit and not a treatment unit.

Besides, the Commissioners maintain a fund called the welfare fund which is composed of:

- (1) Employers' contributions to the Provident Fund for which the employees are not eligible either for reasons such as short service or misconduct, or
- (2) Commissioners' contributions for amenities of the staff from time to time which is a variable amount.

out of this fund, such employees suffering from T.B. as have been on leave for 6 months without pay and allowance are paid Rs. 50 per head which may be repeated on identical conditions at intervals of 6 months, in the case of those who have not been admitted into any hospital upto a limit of Rs. 200 on the aggregate and in the case of those who have been admitted in the hospitals upto a limit of Rs. 150. The following table will show at a glance the payments made to T.B. Patients in three years—1954, 1955, 1956.

Year	Welfare Fund (Superior)	Welfare Fund (Inferior)
	Rs.	Rs.
1954	550/-	6,350/-
1955	150/-	4,450/-
1956	150/-	6,950/-

## APPENDIX—III (b)

## EXTRACT FROM THE PROCEEDINGS OF THE CALCUTTA PORT COMMISSIONERS' 2441ST MEETING, HELD ON THE 1ST SEPTEMBER 1958

*Proposal Paper No. 49*

Memorandum by the Chairman, reporting with reference to Resolutions 302 of 1948 and 422 of 1950 that in certain cases (1) the expenses incurred by employees suffering from tuberculosis on the purchase of P.A.S. and Streptomycin, (2) the expenses incurred by the employees on scales of pay below or rising up to Rs. 600 on their own treatment or that of their families in outside hospitals and (3) the cost of medicines prescribed by private practitioners, which could not be obtained from the Commissioners' dispensaries for practical difficulties have been re-imbursed to the employees concerned on the recommendation of the Chief Medical Officer and requesting confirmation of the action. Sanction is also requested to the continuance of the concessions referred to in future.

Tuberculosis is excluded from the scope of the Commissioners' Medical Attendance Rules. The employees suffering from the disease are however mostly of the Class III or the Class IV category and as they have to be on no pay or half pay leave for long periods, the re-imburement of the cost of P.A.S. and Streptomycin was authorised by the Chairman as a welfare measure.

As regards re-imburement of expenses incurred on treatment in outside hospitals, the Commissioners' rules provide for nursing home treatment of employees on scales of pay rising over Rs. 600 per mensem and their families, owing to the limited accommodation in the Commissioners' hospitals, many cases which require immediate hospitalisation have to be referred to outside hospitals. It is only fair that in genuine cases which are recommended by the Chief Medical Officer, the expenses in respect of employees on scales of pay below or rising up to Rs. 600 per mensem should be borne by the Commissioners.

Resolution 422 of 1950 authorises re-imburement of the cost of medicines prescribed by a private doctor for immediate application and of medicines not available at the Commissioners' dispensaries. Medicines prescribed by private doctors are however not supplied from the Commissioners' dispensaries for practical difficulties and in any case it is not practicable for employees living outside Calcutta to have their prescriptions served from the Commissioners' dispensaries.

Resolution No. 945—Sanctioned.

## APPENDIX—III (c)

## EXTRACT FROM THE PROCEEDINGS OF THE PORT COMMISSIONERS' 2445TH MEETING, HELD ON THE 11TH DECEMBER, 1958

*Proposal Paper No. 69*

Memorandum by the Chairman, recommending with reference to Resolution 945 of 1958 that the cost of specific drugs including P.A.S., Streptomycin, I.N.A.H., etc. purchased on the recommendation of the Chief Medical Officer for the treatment of employees suffering from tuberculosis be re-imbursed.

The Commissioners sanctioned under the above Resolution the reimbursement of expenses incurred by the employees suffering from tuberculosis on the purchase of P.A.S. and Streptomycin on the recommendation of the Chief Medical Officer. The Chief Medical Officer reports that drugs other than P.A.S. and Streptomycin are now available and are actually being administered to T.B. patients and that some more are likely to be available in the near future. The proposal is designed to enable the reimbursement of the cost of all such medicines required for the treatment of the employees suffering from tuberculosis on the recommendation of the Chief Medical Officer.

Resolution No. 1236—Sanctioned.

[No. LRII28(2)58.]

A. L. HANDA, Under Secy.